

Trust CEOs & DoFs
STP Leader

BY EMAIL

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Dear Colleague

RE: HEE Workforce Development Funding 2019/20

Following HEE's announcement that I made at December's HFMA conference bringing forward the release of Workforce Development monies to Trusts and primary care, I am writing to confirm the arrangements for committing the first instalment of £50m now to assist employers develop their existing workforce in 2019/20. Whilst funding for training remains constrained, HEE recognises the importance of making the most of the funding available to invest in the current healthcare workforce. In previous years, most organisations were informed of funding available July - September. HEE are bringing this forward so recipients can put training in place earlier, make plans to release staff and investigate opportunities for local collaboration. This should enable better value for money for the taxpayer and quality of care for patients. To do this, we ask that organisations take the following steps:

1. The £50m will be made available to individual organisations* from now onwards according to current workforce headcount (excluding doctors) as shown on the attached schedule.
2. The funding must be used for suitable training and development as defined in the menu of activities (attached). This menu is purposefully wide ranging to enable organisations to use it according to their priorities whilst maintaining HEE's responsibilities for how the monies are used, hence why the menu focuses on training and workforce development. As set out in legislation, HEE is not permitted to fund "basic CPD" such as mandatory training or to maintain professional registration. These remain the responsibility of employers and employees. HEE also require the funding to be used in accordance with any agreed system priorities set out by the local LWAB/STP/ICS.
3. HEE will issue a standard template to organisations in receipt of the funding to be returned by end of February 2020 showing how the funding has been utilised and numbers trained.

4. HEE local offices will work with LWABs to take into account the utilisation of any pre-existing training contracts.
5. We ask that Trusts work with their HEE Local office and their LWAB to optimise any opportunities for co-design and/or shared approaches to education commissioning. The benefit of this intelligence at LWAB level will help to define system priorities and consider how to direct further investment.
6. Payment by HEE will be subject to any necessary local arrangements/requirement and may therefore include:
 - Payments direct to employers via Learning and Development Agreements (LDA);
 - Payments direct to LWABs via a nominated organisation (primary care monies* and where there is an existing funding agreement with the STP/ICS);
 - Payments direct to education providers (where there are existing contracts)

*Owing to the varied and distributed nature of primary care organisations, utilisation of funding will be determined by LWABs, according to local circumstances.

Please note the £50m forms only a proportion of HEE's anticipated 2019/20 workforce development budget. HEE remains committed to increasing the proportion of total budget spent on workforce development and is working closely with the DHSC and other ALBs on how to orchestrate this as part of the Long Term Plan implementation. With this in mind, HEE local offices will work with systems over the coming months to further develop workforce transformation plans to better shape local system level and STP/ICS level workforce priorities for larger scale investment moving forward.

STP/ICS Workforce SROs and LWABs are keen to take this forward at pace and welcome the engagement of all employers. Please do not hesitate to contact HEE Regional or Local Directors if you have any questions in the meantime.

Yours sincerely



Calum Pallister
Director of Finance