

Learning & Development Budgets

Reference Number: RDF1730-23

Date of Response: 08/08/23

Further to your Freedom of Information Act request, please find the Trust's response(s) below:

Please be aware that the Royal Devon University Healthcare NHS Foundation Trust (Royal Devon) has existed since 1st April 2022 following the integration of the Northern Devon Healthcare NHS Trust (known as Northern Services) and the Royal Devon and Exeter NHS Foundation Trust (known as Eastern Services).

Dear Royal Devon University Healthcare NHS Foundation Trust,

I am writing to submit a formal request under the Freedom of Information Act 2000 to obtain specific information regarding the Learning and Development (L&D) budgets within your NHS Trust. I am keen to understand the allocation of L&D budgets to different departments, particularly the availability of L&D resources for middle managers (band 7 –band 8b).

To assist you in processing my request effectively, I have outlined the details below:

Request Details; please provide information covering the most recent financial year or the period for which the data is readily available. If possible, specify the dates or financial year that the information encompasses.

- 1. Information on the Learning and Development (L&D) budgets within your NHS Trust, specifically focusing on the allocation of funds to different departments.*

Answer: Please see below.

Development Funding Landscape

Royal Devon University Healthcare NHS Foundation Trust

Funding Source	What it is	Access to funds
Trust wide NHSE educational contract funding. Historically HEE NMETS	<ul style="list-style-type: none"> This supports placement tariff, salary support, training grants, tuition including prioritising clinical off the job support for the funding of salaries for apprenticeships Funding distributed in line with funding rules to support learners/apprentices appropriately. Allocation through quarterly forums, re-directing funds appropriately. This will allow for full visibility of HEE funding at HEE annual review Reporting through PDG 	Funds distributed to appropriate cost code/budget – 1/4ly
NHSE CPD Funding	<ul style="list-style-type: none"> CPD funds sits centrally <u>£1k per registrant</u> to support clinical registered workforce only – confirmed for 23/24 only NHSE need our plan by end of July 2023 Reporting through PDG 	Learn+ - Development for funding online application
Trust wide "pooled" People Development budget	<ul style="list-style-type: none"> Supports Trust wide initiatives & all individual requests for all people development (except medics) Trust wide panel reviews applications, focus paid to supporting statements Training expenses & requests below £100 to be managed through local budgets Reporting through PDG 	Learn+ Development for funding online application
Trust wide Apprenticeship Levy	<ul style="list-style-type: none"> 1.8 million - Levy continues to funds the apprenticeship educational programmes Requests through to apprenticeship email address/forecasting built into workforce planning processes Only pays for "education" not salaries these must be built into operational & workforce planning Reported through PDG 	Email: rduh.apprenticeships@nhs.net (Will be Learn+ soon)

2. Details regarding the L&D budget accessible to middle managers, including the process or criteria for their eligibility.

Answer: From 23/24 the Royal Devon's development funding landscape has changed.

- Pooled Trust funds sit centrally and any level of individual or a group can apply for the funding. This is done on our LMS Learn+ system and allow colleagues to explain the development they want to do and the benefits to the individual, team, service and the Trust. These applications are reviewed by a multi-discipline panel with a clear Terms of Reference (TOR). In addition to this we do an annual survey which is sent to senior colleagues to collate development themes this feeds into individual applications to ensure we are spending funds in line with Trust strategy, service needs and will have a return on investment.
- Registered colleagues (nurses, ahrs and midwives) can also apply in the same way for the CPD NHSE funds through our LMS. A plan is created by working with workforce planning colleagues, senior nursing colleagues and execs which is sent to NHSE each year and reviewed quarterly.
- The apprenticeship levy is allocated through our workforce planning processes and also through individuals applying/expressing an interest to the internal people development service. They levy spend (which can only be spent on education/training) is reported through the people development governance route.
- NHSE Educational contract funding is reviewed quarterly through a collaboration of our finance/people development colleagues. This is then allocated to the appropriate area that should receive the funding. We also have an annual senior leaders visit by NHSE where we need to demonstrate how we have used these funds.

All funding allocation/ development spend is reported through our People Development Governance processes.

3. Additionally, I am interested in understanding how your Trust determines which L&D programs or initiatives to invest in.

Answer: It is essential the Trust invests Trust funds or NHSE funding received support us to recruitment, develop, grow and retain our colleagues.

Our workforce planning processes support us to identify specific roles/areas/services we need to strategically invest in, In addition to this we run an annual survey which is sent to senior colleagues to collate development themes, recurrent training asks and this is verified through the local workforce groups and we work in partnership with HR BP's who feed needs through to us and where support is required. This information is shared both with our Operations Board and through the People Development governance route to ensure we are spending funds in line with Trust strategy, service needs and will have a return on investment. We then ringfence specific funds in line with this feedback leaving a proportion of funding for individual/group as described above.

4. *Information on central training budget allocation broken down by workforce, e.g., medical, nursing, allied health professional, admin, and management.*

Answer: From 2023/24 the Royal Devon's development funding landscape has changed. Funding allocation and development spend is reported quarterly through our People Development governance processes and through division PAF meetings. This is broken down to the specific workforce area.

5. *The name and contact details for Head of Learning & Development and Chief Operation Officer:*

Answer: Lisa Denning – Associate Director of People Development.
John Palmer - Chief Operating Officer.

6. *Organisational structure chart:*

Please can you also supply an organisational structure chart of the trust, with names and job titles clearly displayed, and the hierarchal structure clearly laid out.

Answer: Please see the Trust website links below:

- <https://www.royaldevon.nhs.uk/media/csyhdltr/whos-who-in-east.pdf> for Royal Devon's Eastern Services and
- <https://www.royaldevon.nhs.uk/media/1pgpvvri/whos-who-in-north.pdf> for Royal Devon's Northern Services.