

Education and training

Education and training opportunities such as on the job training, in house courses, external courses, National Vocational Qualifications, higher level courses, secondment opportunities etc usually come from staff appraisals, personal development plans and/or regulatory requirements.

All providers of NHS funded services are expected to provide adequate training and development of their staff to ensure that staff are up to date with their skills so that they are safe to carry out their day-to-day practice. Such requirements reinforce wider duties for providers to have regard to the NHS Constitution pledge, 'To provide all staff with personal development, access to appropriate education and training for their jobs and line management support to enable them to fulfil their potential.'

In addition, a good employer will use training to ensure effective succession planning and talent management within their organisation. It is for individual employers to develop their local plans, in line with their organisational business objectives and service delivery requirements to meet staff requirements and needs. Some providers of NHS services receive additional funding to provide student placement opportunities. These organisations should provide the necessary supervisory support for students as required by the universities and colleges.

How will my transfer affect my education and training?

If you are compulsorily transferred from one NHS organisation to another NHS organisation your access to education and training should remain the same. NHS organisations usually have a training policy and a continuous professional development (CPD) strategy to support ongoing staff development in line with service and organisational requirements.