

## 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.

### **How will my transfer affect my education and training?**

If you are compulsorily transferred to an independent provider (this includes private sector companies, charities, voluntary organisations, and social enterprises) that is providing NHS services under a NHS Standard Contract or primary care equivalent: Alternative Provider Medical Services (APMS), Personal Medical Services (PMS), General Medical Services (GMS), there is a contractual requirement to provide adequate training and development for 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.'

Additional training to ensure succession planning of their workforce would be for individual employers to develop in line with their own organisational business objectives and service delivery requirements. 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. Details should be obtained from your employer's HR department.