

**Request for information under the Freedom of Information Act – 2021.991
Released – 30 November 2021**

Thank you for your email received 4 November 2021 requesting information regarding workforce funding.

Please find detailed below a summary of your request, together with our response.

Summary of your original request:

1. Does your trust or associated Integrated Care System (ICS) have access to funding or grants aimed at supporting one or more of the following workforce areas e.g. from NHS England & Improvement/NHSX/Health Education England etc. for purchase of technology or services

- **People Analytics**
- **Talent Management**
- **Wellbeing**
- **Engagement**
- **Learning & Development** Yes
- **Organisational Development**
- **Recruitment and Retention** Yes
- **Flexible working**
- **Diversity and inclusion**
- **Growing your own talent through workforce planning with schools and universities**

Learning and Development

2. If yes, please indicate the amount of funding available and the name of the organisation that awarded the funding

£699,000 Health Education England (HEE) funding

3. Please provide further detail on the purpose of the funding

For clinical (Nurses and AHP) training plus a range of other adhoc funds linked to apprentices from HEE

4. Has any of the funding been spent/planned to be spent so far? If yes, please provide further detail

Yes - £440,000 ha been committed

5. What date does the funding need to be used by?

March 2022

Chairman John Goulston Chief Executive Paul Bentley

Trust HQ The Oast, Unit D, Hermitage Court, Hermitage Lane, Barming, near Maidstone, Kent ME16 9NT

6. What does your organisation use e.g. tools, third-party suppliers to capture ROI (Return on Investment) for any initiatives associated with the workforce areas listed in question 1?

N/A

Recruitment and Retention

2. If yes, please indicate the amount of funding available and the name of the organisation that awarded the funding

£190,000 – NHSE&I

3. Please provide further detail on the purpose of the funding

Funding was allocated to support the costs associated with recruiting internationally educated nurses including certificate of sponsorship & Visas, relocation and accommodation costs, OSCE training and exam fees and to ensure adequate pastoral support was provided to those that were recruited

4. Has any of the funding been spent/planned to be spent so far? If yes, please provide further detail

£55,000. Nine nurses have already arrived and are in their OSCE training period with a further ten due to arrive toward the end of November

5. What date does the funding need to be used by?

December 2021

6. What does your organisation use e.g. tools, third-party suppliers to capture ROI (Return on Investment) for any initiatives associated with the workforce areas listed in question 1?

N/A