

## Appendix 1 - Education Commissioning Template 2025-2026

### Workforce Planning Questions

The following workforce planning questions will provide extra information to support your education commissioning requests and will provide an overview of any emerging workforce hotspots that could impact on the shape and supply of your workforce.

<b>1</b>	<b>Are there any areas and staff groups where you are anticipating high levels of retirements over the next 5 years?</b>
	<i>Are there any areas and/or staff groups where you are anticipating high levels of retirements over the next 5 years (including, where possible specific service areas e.g., nursing in Mental Health or Consultant in Emergency Medicine)?</i>
	Nursing, because of the high numbers employed, continues to be an area of concern generally. Specifically there are likely to be high levels of retirements in theatre nursing/ODPs. Mental Health and LD have the greatest number of staff able to retire in the next five years. The Pharmacy workforce across Wales is an ageing workforce which includes likely retirements of senior staff in the department. Radiotherapy across all areas has an ageing workforce particularly at a senior level. Due to the small numbers, Healthcare science professions at a senior level continue to present challenges in understanding workforce changes going forward.
<b>2</b>	<b>Are there any areas and staff groups where you are experiencing high levels of long term vacancies?</b>
	<i>Please provide details including specific services areas e.g., nursing in Mental Health or Consultant in Emergency Medicine, where possible and indicate how long this has been an</i>
	We experience some local challenges and also share some national challenges around vacancies. Locally we have vacancies in theatre nursing /ODP but this is due to a programme of theatre development in the Health Board. We also have some long term vacancies within OT at B6 due to the effects of covid and the turnover of staff at that grade, which caused very local issues. However with a new course at Swansea University producing graduates from 2025, we feel this is a short term issue. We have long term vacancies in some of our senior medical workforce, for example consultant geriatricians, which has been an issue for a number of years. We also face vacancies in pharmacy, at the B7 Pharmacist level and B5 Pharmacy Technician level which reflects turnover rates in both roles.
<b>3</b>	<b>Are there any areas and staff groups where there has been an increase flexible working and reduction of the participation rate?</b>
<b>4</b>	<b>Are there any areas and staff groups where retention rates are a significant problem?</b>
	<i>Please highlight areas where retention rates are increasing, including specific services areas, where possible. Are there any specific actions being taken to address this increase?</i>
	There are some very local issues and some national issues within the HB. Some of our therapy services, for example, podiatry, offer a career pathway which accelerates grading opportunities to support retention, this results in a higher turnover at B5. The alternative is that staff would leave the HB to take up opportunities elsewhere. Pharmacy B7 and B5 experience high turnover due to national UK wide shortages.
<b>5</b>	<b>Are there any areas and staff groups where you are planning to develop alternative clinical practitioners or the multi disciplinary team (including the introduction</b>
	<i>Please highlight areas of the services where there are emerging plans to develop extended skills or expand the multidisciplinary team in areas where there has not typically been a demand for these roles. Examples could include - Paramedics within Primary Care Clusters, development of extended practice Reporting Radiographers in your main DGH, Physician Associates (including the specialist area where they will be introduced). This should cover the next 5 years and be based on firm plans to develop these roles.</i>
	We see the opportunity to develop skill mix across the HB, this is to enable our registered workforce to focus on clinical need but also support the development of our support workers. We have and continue to look to develop the therapy assistant role, particularly within our clusters and virtual wards setting. We are undertaking a review of our maternity services and have recently introduced a maternity support worker role
<b>6</b>	<b>Are there any areas and staff groups where you are planning to develop the support worker workforce?</b>
	<i>Please highlight areas of the services where there are emerging plans to develop your support work workforce - it would be helpful here to identify where you have firm plans to invest in the development of staff in support worker roles to increase opportunities for staff progression. Examples could also include the use of new and existing apprenticeship frameworks e.g., upskilling your Facilities workforce to increase flexibility.</i>
	We continue to look at the development of our support worker workforce. We see the opportunity to develop skill mix across the HB, this is to enable our registered workforce to focus on clinical need but also support the development of our support worker workforce to develop career pathways in to either higher levels of support worker or pathways into the registered workforce. With the development of our clusters the opportunity to develop our support workers fits with this shift. Our therapy services have identified opportunities in this area along with our community nursing and LD services. We have recently introduced a maternity support worker role into our maternity services.
<b>7</b>	<b>Are there any small specialty areas and staff groups where you are anticipating having workforce issues or gaps?</b>
	<i>Please highlight where you have small specialties or professional groups where there are emerging workforce gaps and/or issues - it would be helpful to identify where these gaps/workforce issues are and what the cause is e.g., ageing workforce, increased turnover etc and also to identify what plans you have in place to address these issues. Please indicate what HEIW could do to support in these areas and make the link to your education and training requests.</i>
	Issues relating to leadership roles is becoming a challenge, a number of interim roles at senior level due to retirements across all areas. Pharmacy senior leadership for example is likely to retire in the near future and will/is managed via succession planning. The Optometry clinical lead retired towards the end of 2023 with replacement a challenge.
<b>8</b>	<b>What data sets and evidence have been used to support your commissioning requests?</b>
	<i>Please indicate what data, research and horizon scanning has helped to determine your education and commissioning requests e.g., ESR dashboards, Census analysis, Labour Market Information, Public Health analysis, digital &amp; technological advances etc.).</i>
	SBUHB Organisational strategy 2019-2030, SBUHB Clinical services plan 2019-2024, HEIW workforce planning strategies for mental health, primary care & pharmacy, ESR (e.g. vacancies, turnover, starters data), local knowledge of supply, SBUHB workforce digital portal, HEIW educational commissioning portal, HEIW, HEIW digital analytics, professional networks.
<b>9</b>	<b>Are there service change or spend avoidance/savings schemes being pursued, in the current financial context, that could impact on specific areas or staff groups</b>
	<i>Please indicate any proposed service changes or spend avoidance schemes which have been identified due to the current financial context, and proposed timescales.</i>

Nursing and Midwifery

For Academic intake 2025/26						
Course Title	Course duration	Year of output	Numbers Required	HEI Provider		
Medical Ultrasound/Sonography	1-2 years	2026/2027	2	University West of England		
For Academic intake 2025/26						
SPECIALIST PRACTICE QUALIFICATION OR COMMUNITY HEALTH STUDIES AWARDS						
Students can undertake specialist community nursing education on a part time or modular basis to achieve either a Specialist Practice Qualification (SPQ) as recognised by the Nursing and Midwifery Council (NMC) or BSc/PG Dip Community Health Studies degree.						
<b>Part time:</b> usually completed over a period of 2 years.						
<b>Modular:</b> allows students to undertake one or more specific taught modules over an undefined period of time. Students following the modular route complete the Fundamentals of Community practice, as their first module.						
Course Title	Course duration	Year of output	New Graduates Required - Employed Workforce - Head count	New Graduates Required - Independent Sector/ Local Authority	Indicate any Recruitment Difficulties / Reason for commissions	
District Nursing (Part-time)	2 years	2027	24			
District Nursing Modules (in modules)	3-6 months	2026	17			
Practice Nursing (Part-time)	2 years	2027	14			
Practice Nursing Modules (in modules)	3-6 months	2026	34			
Community Paediatric Nursing (Part-time)	2 years	2027				
Community Paediatric Nursing Modules (in modules)	3-6 months	2026				
CPN (Part-time)	2 years	2027				
CPN Modules (in modules)	3-6 months	2026	10		Changing model within	
CLDN (Part-time)	2 years	2027	5		We have existing Nurses who do	
CLDN Modules (in modules)	3-6 months	2026	10		Changing model within	
Additional Modules	1 year	2026				
For Academic intake 2025/26						
Course Title	Course duration	Year of output	New Graduates Required - Employed Workforce - Head count	New Graduates Required - Independent Sector/ Local Authority	Indicate any Recruitment Difficulties / Reason for commissions	
<b>NURSING &amp; MIDWIFERY</b>						
Bachelor of Nursing (B.N.) Adult	3 years	2028	338			
Bachelor of Nursing (B.N.) Child	3 years	2028	25			
Bachelor of Nursing (B.N.) Mental Health	3 years	2028	50		Age profile of existing workforce will need additional graduates to come through	
Bachelor of Nursing (B.N.) Learning Disability	3 years	2028	55		Age profile of existing workforce will need additional graduates to come through	
MSc/PGDip Nursing Degree Programme-Adult	2 years	2028	25			
MSc/PGDip Nursing Degree Programme-Child	2 years	2027	8			
MSc/PGDip Nursing Degree Programme-Mental Health	2 years	2027	3		Supportive of developing existing HCSW	
MSc/PGDip Nursing Degree Programme-Learning Dis	2 years	2027	6		Supportive of developing existing HCSW	
Bachelor of Nursing (B.N.) Adult (Part-time)	4 years	2029	30			
Bachelor of Nursing (B.N.) Child (Part-time)	4 years	2029	12			
Bachelor of Nursing (B.N.) Mental Health (Part-time)	4 years	2029	10			
Bachelor of Nursing (B.N.) Distance Learning route All	3 years	2028	10			
Bachelor of Nursing (B.N.) Dispersed Adult and Mental	3 years	2028			Bangor University	
Bachelor of Nursing (B.N.) Distance Learning route All	3 years	2028			Bangor University	
BSc. Midwifery	3 years	2028	28			
Return To Practice	6 months	2026	14			
Level 4 Education for HCSW's to access Yr 2 of nurse	1-2 Years	2026/2027	46		Important access to enabling HCSW to take the next step to undertake degree training to qualify	
For Academic intake 2025/2026						
Course Title	Course duration	Year of output	Numbers Required	Year of output	Numbers Required	Provider
<b>New Level 6 or 7 PG Cert in Critical Care (60 Credits)</b> The intended learners will be staff working in adult critical care settings in NHS Wales who can evidence they have already achieved Step 1 in the National Competency Framework. The qualification will be mapped to the UK National Competency Framework for Registered Nurses in Adult Critical Care; Steps 2 and 3.						
PG Cert Critical care	1 year	2024	20	2026		Bangor, Swansea and USW
<b>Academic level 7 Cognitive Behavioural Support (CBT)</b> For staff working within Mental Health services both Level 1 ( PG Cert) and 2 (PG Dip) available. Programme is British Association for Behavioural and						
CBT Level 1 (60 credits @ level 7)	1 year			2025	10	TBC
CBT Level 2 (60 credits @ level 7)	1 year			2025	5	TBC

For Academic intake 2025/26					
Course Title	Course duration	Year of output	New Graduates Required - Employed Workforce - Head count	New Graduates Required - Independent Sector/ Local Authority	Indicate any Recruitment Difficulties / Reason for commissions
<b>SPECIALIST COMMUNITY PUBLIC HEALTH NURSING</b>					
Specialist Community Public Health Nurse (SCPHN) courses are registerable NMC qualifications					
Full time: takes the student up to 52 weeks to complete					
Part time: usually completed over 2 years					
Modules: Students undertake one or more specific taught modules over an undefined period of time.					
Health Visiting (Full-time)	1 year	2026	16		
Health Nursing (Part-time)	2 years	2027	12		
Health Visiting (modules)			6		
School Nursing (Full-time)	1 year	2026	4		
School Nursing (Part-time)	2 years	2027	4		
School Nursing (modules)			3		
Occupational Health (Full-time)	1 year	2026			
Occupational Health (Part-time)	2 years	2027			
For Financial Year 2023/2024					
Programme	Level 2 Numbers required	Level 3 Numbers required	Level 4 Numbers required	Comments	Indicate any Recruitment Difficulties
<b>HEALTHCARE SUPPORT WORKER</b>					
HCSW Clinical Induction	330			need to ask what qualifications they need - this will highlight levels when they include the title.	
Units for learning specific to role	10	20	12		
Diploma in Perioperative (Scrubs)			4		
Diploma in Complex Care					
Diploma in Emergency Care Support Wales					
Course Title	Level 2 Numbers required	Level 3 Numbers required	Level 4 Numbers required	Comments	Indicate any Recruitment Difficulties
The course below are available through Welsh Government Apprenticeship Funding					
<b>Apprenticeships</b> requires discussion: see inserted table					
Diploma in Health and Social Care	70	120			
Diploma in Clinical Healthcare Support	5	21			
Diploma in Maternity and Paediatrics Support					
Diploma in Perioperative Support					
Diploma in Primary Care Health Care Support					
Health and Social Care: Core Level 2	15				
Level 2					
Health and Social Care: Practice (Adults) Level 2	15				
Level 3					
Health and Social Care: Practice (Adults) Level 3					
Health and Social Care: Practice (Children and Young People) Level 3	5				
Preparing for Leadership and Management in Health and Social Care Level 4			12		
4			8		
Core Level 2	2				
Children's Care, Play, Learning and Development: Practice and Theory Level 2	2				
Children's Care, Play, Learning and Development: Practice and Theory Level 3		2			
Practice Level 3		2			
Preparing for Leadership and Management in Children's Care, Play, Learning and Development Level 4			3		
Professional Practice in Children's Care, Play, Learning and Development Level 4	2		5		
Course Title			Level 5 Numbers required	Comments	Indicate any Recruitment Difficulties
Leadership and Management of Children's Care, Play, Learning and Development Level 4			2		
Leadership and Management of Health and Social Care: Practice Level 5			2		

### Allied Health Professionals

For Academic intake 2025/26					
Course Title	Course duration	Year of output	Numbers Required	HEI Provider	
PG Cert/Dip Medical Ultrasound	1-2 years	2026/2027	4		
For Academic intake 2025/26					
Course Title	Course duration	Year of output	New Graduates Required - Employed Workforce - Head count	New Graduates Required - Independent Sector/ Local Authority	Indicate any Recruitment Difficulties / Reason for commissions
<b>ALLIED HEALTH PROFESSIONALS</b>					
					retirement profiling, national shortage profession, high attrition, candidates moving overseas, limited UK pool, poor overseas talent pipeline, need to meet recovery plans post covid and ongoing increased demand for imaging. Further need to prime the band 5 workforce numbrs to backfill needs for advanced practice and sonographer training pipelines
B.Sc. Diagnostic Radiography	3 years	2028	30		
B.Sc Therapy Radiography and Oncology	3 years	2028	5		
					challenges around recruitment with staff quickly progressing to new posts
B.Sc. Human Nutrition and Dietetics	3 years	2028	6		
PG Diploma Dietetics	2 years	2027	5		
					retirement profiling, national shortage profession, limited UK pool, need to meet recovery plans post covid and ongoing increased demand for imaging. Further need to prime the workforce numbers to support service developments.
PG Diploma Clinical Photography	2 years	2027	3		
B.Sc. Occupational Therapy	3 years	2028	30		
B.Sc. Occupational Therapy (Part time)	4 Years	2029	5		
					This course is no longer running as it has been reaccredited as a MSc
PG Diploma Occupational Therapy	2 years	2027	0		
B.Sc. ODP	3 years	2028	10		Agreed numbers from UWS for 2025
B.Sc. Physiotherapy	3 years	2028	32		
B.Sc. Physiotherapy (Part time)	4 Years	2029	2		
PG Diploma Physiotherapy	2 Years	2027			
B.Sc. Podiatry	3 years	2028	1		
PhD Clinical Psychology Doctorate	3 years	2028	15		
					This anticipates upcoming developments where additional SLT investment is likely
B.Sc. Speech & Language Therapy	3 years	2028	8		
					WG priority for SLT to be offered through medium of Welsh. However, course is in N Wales so may not recruit to SBUHB
B.Sc. Speech & Language Therapy - Welsh Language	3 years	2028	2		
Ambulance Paramedics - EMT conversion	2 years	2027			
B.Sc. Paramedicine	3 years	2028			
For Academic intake 2025/26					
Course Title	Course duration	Year of output	New Graduates Required - Employed Workforce - Head count	New Graduates Required - Independent Sector/ Local Authority	Indicate any Recruitment Difficulties / Reason for commissions
<b>RADIOGRAPHY - Assistant Practitioners</b>					

Assistant Practitioners Radiography - Diagnostic	1 year	2026	8	retirement profiling, national shortage of radiographers, high attrition, need to meet recovery plans post covid and ongoing increased demand for imaging at a more cost effective baseline. Further need to support the limited available band 5 candidates across wales and support backfill for advanced practice.
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**For Financial Year 2023/2024**

Programme	Level 2 Numbers required	Level 3 Numbers required	Level 4 Numbers required	Comments	Indicate any Recruitment Difficulties
HEALTHCARE SUPPORT WORKER					
HCSW Clinical Induction					
Diploma in Dietetics Support		5			
Diploma in Physiotherapy Support					
Diploma in Clinical Imaging		2			
Units for learning specific to role					
Diploma in Speech & Language Support (Wales)		6			Challenge is with registrant staff to support completion of this qualification
Diploma in Podiatry Support for Podiatry Assistants and Technicians					
Course Title	Level 2 Numbers required	Level 3 Numbers required	Level 4 Numbers required	Comments	Indicate any Recruitment Difficulties

The course below are available through Welsh Government Apprenticeship Funding Apprenticeships

Diploma in Clinical Healthcare Support					
Diploma in Occupational Therapy Support		25		This course is not offered as an apprenticeship so should be moved to the group above.	
Level 4 Therapy Assistant Practitioner			6	4 - O/T, 2 N&D	
Level 4 Ambulance Associate Practitioner					
Health and Social Care: Core Level 2					
Health and Social Care: Principles and Contexts Level 2					
Health and Social Care: Practice (Adults) Level 2					
Health and Social Care: Principles and Contexts Level 3					
Health and Social Care: Practice (Adults) Level 3					
Health and Social Care: Practice (Children and Young People) Level 2					
Preparing for Leadership and Management in Health and Social Care Level 4					
Professional Practice in Health and Social Care Level 4					
Course Title			Level 5 Numbers required	Comments	Indicate any Recruitment Difficulties
Leadership and Management of Health and Social Care: Practice Level 5			2		

## Dental

For Academic intake 2025/26				
Course Title	Course duration	Year of output	New Graduates Required - Employed Workforce - Head count	Indicate any Recruitment Difficulties / Reason for commissions
Diploma in Dental Hygiene	2 years	2027	3	Widespread recruitment difficulties to support current vacancies and continued changes in skill mix
B.Sc. Dental Hygiene & Therapy	3 years	2028	5	
Course Title	Course duration	Year of output	Numbers Required	HEI Provider
Level 3 Diploma in Dental Nursing	2 years	2027	4	Agored
Level 4 Diploma in Dental Nursing	2 years	2027	5	Bangor University

### Health Care Science

For Academic intake 2025/26					
Course Title	Course duration	Year of output	New Graduates Required - Employed workforce - Head count (In Service Applicants)		Indicate any Recruitment Difficulties / Reason for commissions
			Direct Applicant	In service Applicant	
<b>HIGHER SPECIALIST SCIENTIST TRAINING - HSST</b>					
Physical Sciences					
Clinical Biomedical Engineering	5 years	2030	1		
Medical Physics	5 years	2030	1		Radiotherapy Physics (Cancer Workforce)
Reconstructive Science	5 Years	2030			
Clinical bioinformatics					
Clinical Bioinformatics Genomics	5 years	2030			
Clinical Bioinformatics Physical Sciences	5 years	2030			
Clinical Bioinformatics Health Informatics	5 Years	2030			
Life Sciences					
Genomics	5 years	2030			
Microbiology	6 years	2031			
Molecular Pathology of Infection	5 years	2030			
Molecular Pathology of acquired Disease	5 years	2030			
Clinical Immunology	5 years	2030			
Histocompatibility and Immunogenetics	5 years	2030			
Embryology and Reproductive Science	5 years	2030			
Clinical and laboratory Transfusion	5 years	2030			
Physiological Sciences					
Neurophysiological Science	5 years	2030			
Respiratory and Sleep Science	5 years	2030			
Audiological Science	5 years	2030			
Vascular Science and imaging	5 years	2030	4		national. High profile and risk avoidant requirement to train.
Cardiac Science	5 years	2030	1		
<b>For Academic intake 2025/26</b>					
Course Title	Course duration	Year of output	New Graduates Required - Employed workforce - Head count		Indicate any Recruitment Difficulties / Reason for commissions
			Direct Applicant	In service Applicant	
<b>SCIENTIST TRAINING PROGRAMME-STP</b>					
Physiological Sciences - STP					
M.Sc. Clinical Science - Audiology	3 years	2028	1		
M.Sc. Clinical Science - Neurophysiology	3 years	2028			
M.Sc. Clinical Science - Cardiac Science	3 years	2028	1		
M.Sc. Clinical Science - Resp & Sleep	2 Years	2027	1		
M.Sc. Clinical Science - Vascular Science	3 Years	2028			
Life Science -STP					
M.Sc. Clinical Science - Clinical Microbiology	3 years	2028			
M.Sc Clinical Science - Haematology and Transfusion Science	3 years	2028			
M.Sc Clinical Science - Clinical immunology	3 years	2028			
M.Sc Clinical Histocompatibility and immunogenetics	4 years	2029			
M.Sc. Clinical Science - Clinical Biochemistry	3 years	2028	1		
M.Sc. Clinical Science - Genomics	3 years	2028			
M.Sc.Clinical Science - Cancer Genomics	3 years	2028			
M.Sc Genomic Counselling (non STP route)	3 years	2028			
M.Sc Clinical Science - Reproductive Sciences - Clinical Embryology and Andrology	3 years	2028			
M.Sc Clinical Science - Histopathology	3 years	2028			
M.Sc Clinical Science Reconstructive Science	3 Years	2028			
Physical Sciences and Biomedical Engineering - STP					
M.Sc. Clinical Science - Medical Physics-Radiation Safety & Diagnostic radiology	3 years	2028			
M.Sc. Clinical Science - Medical Physics-Radiotherapy Physics	3 years	2028	1	1	Cancer Workforce
M.Sc. Clinical Science - Medical Physics-Imaging with Non Ionising Radiation	3 years	2028	1		
M.Sc. Clinical Science - Medical Physics-Imaging with Ionising Radiation- Nuclear medicine	3 years	2028	1		
M.Sc. Clinical Engineering	3 years	2028	1		MEMS
Clinical Bio Informatics -STP					
MSc in Clinical informatics (Physical Sciences)	3 years	2028			
MSc in Clinical Bioinformatics Genomics (Life Science)	3 years	2028			
M.Sc in Clinical Scientific computing (Physical Sciences)	3 years	2028	2		Radiotherapy Physics - Cancer Workforce and Rehab Engineering
Clinical Pharmaceutical Science -STP					
MSc Clinical Science (Clinical Pharmaceutical Science)	3 years	2028	1		Likely funded direct by NWSSP in line with national TRAMS programme

For Academic intake 2025/26					
Course Title	Course duration	Year of output	New Graduates Required - Employed workforce - Head count		Indicate any Recruitment Difficulties / Reason for commissions
			Direct Applicant	In service Applicant	
<b>HEALTHCARE SCIENTIST</b>					
Physiological Science - PTP					
B.Sc. (Hons) Healthcare Science - Cardiac Physiology	3 years	2028	2		
B.Sc. (Hons) Healthcare Science - Audiology	3 years	2028	1		
BSc (Hons) Healthcare Science - Audiology - Part time employed route	3 years	2028	1	1	
HE Cert in Audiological Practice	2 Years	2027	1		
B.Sc. (Hons) Healthcare Science - Respiratory and Sleep Science	3 years	2028	2		
B.Sc. (Hons) Healthcare Science - Neurophysiology	3 years	2028			
Physical and Biomedical Engineering - PTP					
B.Sc. (Hons) Healthcare Science- Clinical Engineering	3 years	2028	2		Course title incorrect, now 2 courses
BSc (Hons) Healthcare Science - Clinical Engineering - Part time employed route	3 years	2028	4		BSc (Hons) Healthcare Science -
B.Sc. (Hons) Healthcare Science - Radiotherapy Physics	3 years	2028	3		3 MEMS, 1 Rehab Engineering
B.Sc. (Hons) Healthcare Science - Nuclear Medicine	3 years	2028	3		Recruited at All Wales Level
Life Science - PTP					
B.Sc. (Hons) Healthcare Science - Biomedical Science - Blood,	3 years	2028	1		
B.Sc. (Hons) Healthcare Science - Biomedical Science - Infection	3 years	2028			
B.Sc. (Hons) Healthcare Science - Biomedical Science - Cellular	3 years	2028	1		
B.Sc. (Hons) Healthcare Science - Biomedical Science - Genetics	3 years	2028			
BSc (Hons) Healthcare Science - Pathology (Part time employed route)	3 years	2028	0		
BSc (Hons) Healthcare Science - Pathology (Modules)	-	-		4	

For Financial Year 2024/2025					
Programme	Level 2 Numbers required	Level 3 Numbers required	Level 4 Numbers required	Comments	Indicate any Recruitment Difficulties
<b>HEALTHCARE SUPPORT WORKER</b>					
Level 3 Diploma in Fundamentals of Ophthalmology (Wales)					
Level 3 Principles of Aseptic Pharmaceuticals Processing					
Level 4 Diploma for Assistant Practitioners for Cataract Surgery (Wales)					
Course Title	Level 2 Numbers required	Level 3 Numbers required	Level 4 Numbers required	Comments	Indicate any Recruitment Difficulties
The course below are available through Welsh Government Apprenticeship Funding					
Apprenticeships					
Level 3 Diploma in Clinical Imaging Support (Wales)					
Level 3 Diploma in Healthcare Science					
Level 3 Principles of Aseptic Pharmaceuticals Processing					
Level 4 Healthcare Science Apprenticeship					
Diploma in the Principles of Aseptic Pharmaceuticals Processing					

For Academic intake 2025/26					
New Healthcare Science Education Requests for STP and HSST programmes only	Course duration	Please confirm if STP or HSST	HEI/Provider		
Academy of Healthcare Science equivalency process x 1		PTP	Audiology	N/A	
Various Audiology Masters modules x 6		STP	Audiology	Cardiff Met	
Higher training scheme + backfill x 1		STP	Audiology	British Academy of Audiology	



Pharmacy

For Academic intake 2025/26				
Course Title	Course duration	Year of output	Numbers Required	Indicate any Recruitment Difficulties / Reason for commissions
<b>Pharmacy Assistants</b>				
Access to pharmacy' modules	various	2026	5	Early Career Technician shortages, to strengthen eligible applicant pool
<b>Pharmacy Technicians</b>				
Pre-registration Pharmacy Technician	2 years	2027	8	Early Career Technician shortages
Pharmacy Clinical Services Professional BTEC Level 4	2 years	2027	5	Advanced Technician shortages in hospital
<b>Pharmacists</b>				
	2 years			Need to maintain a healthy Early Career WF pipeline & to support HEIW programme where capacity permits. Need to balance with opportunity for alternative pathways offering more service flexibility e.g. Distance Diplomas - see Adv-Ext Prac Ed MSc/Cert/Dip section
Post-registration Foundation pharmacists		2027	4	
GP Pharmacist Transition Programme	1 year	2026	1	
<b>For Academic intake 2025/2026</b>				
	1 year			No recruitment challenges to date, 100% fill rate. Numbers for 2025 cohorts onwards need to be weighed up against curriculum changes and capacity to train and host (TBC)
Trainee Pharmacist (Foundation Training Programme)		2027	21	
<b>For Academic intake 2025/26</b>				
<b>Pharmacy Specialist Services</b>				
MSc Pharmaceutical Technology and Quality Assurance	3 years	2028	1	Likely funded by NWSSP direct as part of the national TRAMS programme
Chartered Institute of Procurement and Supply Level 4 – Founda	to 2 years	2026/2027	0	
Chartered Institute of Procurement and Supply Level 5 – Advanc	3 year	2028	0	
Chartered Institute of Procurement and Supply Level 6 – Profess	3 year	2028	0	

## Optometry

For Academic intake 2025/26				
Course Title	Course duration	Year of output	Numbers Required	HEI Provider
Professional cert in Glaucoma (level 7)	6 months	2026		
Higher Cert in Glaucoma (level 7)	at least 12 months			
Diploma in Glaucoma (level 7)	at least 12 months			
Medical retina (level 7)	6 months	2026		
Higher certificate in Medical Retina (level 7)	at least 12 months			

Other Prof

For Academic intake 2025/26				
Course Title	Course duration	Year of output	New Graduates Required - Employed Workforce - Head count	Indicate any Recruitment Difficulties / Reason for commissions
MSc Clinical Applied Associate Psychologist	1 year	2026		
Physician Associates - Please ensure specialist areas requiring PAs are provided as part of the commissioning request	2 years	2027		Please ensure specialist areas requiring PAs are provided as part of the commissioning request

For Financial Year 2024/2025					
Programme	Level 2 Numbers required	Level 3 Numbers required	Level 4 Numbers required	Comments	Indicate any Recruitment Difficulties
HEALTHCARE SUPPORT WORKER					
Facilities Staff					
Level 4 Clinical Coding			4		
Course Title	Level 2 Numbers required	Level 3 Numbers required	Level 4 Numbers required	Comments	Indicate any Recruitment Difficulties
The course below are available through Welsh Government Apprenticeship Funding					
Apprenticeships					
Diploma in Primary Care Administration and Reception					
Diploma in Facilities Services for Healthcare in Wales					
Extended Certificate in Facilities Services for Healthcare in Wales					
Diploma in Healthcare Management		4			
Certificate in Health Informatics					
Level 3 Diploma in Health Informatics		2			
Level 4 Diploma in Health Informatics			2		

**Advanced Pract-Extended Skills Modules**

**Guidance Notes:** -  
**Extended practice education** are modules of education which extends a registrant's skill set and may be at masters level or level 5 and 6. This funding does **not** extend to modules at level 4 and below.  
**Target group:** Non-Medical Registered Healthcare professionals across Secondary/Community and Primary care/GP practice/cluster environments.

Course Name	Nursing and Midwifery	AHP	HCS	Pharmacy	Other Professionals
Achieving Excellence in Care of Older People	22				
Advanced Assessing & Decision Making	11		1		
Advanced Telephone Consultation Skills					
Advancing complex assessment, decision making and care management (HCT 201)	20				
Analysis and interpreting advanced practice	20				
ANP Research Methods	18				
Appendicular/Axial Image appreciation (HCT208)	1	1			
Applied Research Methods	12				
Assessing your current practice					
Assessment and Treatment of Sports Injuries HCT022)					
Assessment Prevention and Management of Falls	23				
Assistive Technology in Health and Social Care					
Asthma module from diploma in respiratory medicine	5				
Bone Health, falls and frailty					
BSCCP Nurse Colposcopist					
Cardio-Respiratory Physiology and Pathophysiology	50				
Cardiovascular disease and diabetes	25				
Changing Health Behaviour & Reflection for Advanced Professional Practice	6				
Clinical Kinaesiology and Tissue Pathology					
Clinical Assessment and Diagnostics	41		1		
Clinical assessment for Health Care Scientists					
Clinical Assessment in Advanced Practice (20 cr)	25				
Clinical Competence in Mammography (HCT053)	2		2		
Clinical Decision Making	40		1		
Clinical Dietetics for children and infants			1		
Clinical Endoscopist Training Programme					
Clinical Examination/Pathology	40				
Clinical infection Therapy					
Clinical Patient Assessment	60				
Clinical Risks	1		1		
Consultation & History Taking	40				
Critically Exploring Professional Practice					
Transforming Health Service Delivery Service					
Dermatology for Health professionals online distance learning					
Developing Advanced Practice	5				
Developing Advanced Practice Module					
Developing Expertise					
Developing Leadership, Innovation and Change	16		2		
Developing yourself as a leader	5				
Diabetes in Pregnancy	4				
Diploma in Therapeutics					
Emergency Practitioner					
Epidemiology					
Ethics					
Ethics in Health and Social Care					
Evidence based practice and assessment PTY40002	10				
Evidencing Learning in Specialist Professional Practice Examination & Diagnostics					
Extended Scope Practice	2		2		
Facilitating Learning and Teaching (Non-NMC)	2				
Foundation in advanced clinical assessment	10				
Foundations in ADV Clinical Assessment for Health Care Professionals					
Foundations in Advanced Clinical Assessment for Healthcare Professionals	6				
Foundations in neuroscience					
Foundations in Physiology and Health Assessment	28				
From assessment to practice					
Global Public Health					
Health Policy and Economics	1		1		
Health Psychology of Long Term and Chronic Illness	2				
Healthcare professionals: end of life care	5				
Histopathology BMS Reporting					
History Taking and Consultation	15				
Image guided Interventional procedures of the breast	1		1		
Image interpretation and reporting in Mammography	6		1		
Independent Study					
Injection therapy course			1		
Insulin pump					
Introduction to image appreciation and evaluation					
Leadership & Professional Module	12				
Leadership / Quality / Innovation and Change	2				
Leadership and Negotiated Module	2				
Leadership in Context	2				
Leading Quality Improvement	24		2		1
Lower Quadrant Neuromuscular Physiotherapy Dysfunction					
Management of Parkinson's disease related conditions	3				
Masters Certificate of Professional Development in Medicines Use in Paediatrics and neonates (20 Credits)	5				
Maternity Ultrasound Anomalies					
Medical Education Practice module - MSE4031 Teaching Settings Evaluation					
Minor illness management					
Motivational Interviewing: Strategies for Lifestyle Changes	4				
MSc Clinical Pharmacy (Research module)					
Musculoskeletal Diagnosis and Treatment	10				
Neuromusculoskeletal I (Upper Quadrant)					
Neuropsychology					
Neurorehabilitation – A Theoretical Basis					
Nutrition and Dietetics in common paediatric Disorders			1		
Nutrition for the Older Adult	2				
Occupational Science and Occupational Therapy Theory and application					
Optimizing asthma management	2				
Paediatric cardiorespiratory physio					
Paediatric Dietetics			1		
Paediatric Hearing Impairment (Speech and Language Therapy)					

Patient safety and clinical risk					
Philosophy, ethics & medicine SHPM48					
PMLM Developing Leadership, innovation and change/mentoring and supervision	2				
Policies & practice for an ageing population	2				
Practice of joint and soft tissue injection PTY40015	10				
Public health, health economics and policy					
Quality & Safety	10				
Quality and Safety Module (Radiographers)	1	1			
Quality Improvement	13	1			
Research Methods	7				
Research Methods & Health Improvement in Health and Social Care	2			2	
Research Methods and Health Improvement in Health and Social Care	2				
Research Methods and Leadership & Professional Module	2				
Science of performance & Injury in sport	8				
Society of Musculoskeletal Medicine (SOMM modules)	5				
Special Tests in MSK Medicine	5				
Specialist Certificate in Clinical Transfusion Practice					
Sport and Exercise Participation	3				
Strategy and leadership	8	1			
The Social Aspects of Long Term and Chronic Illness	20				
Theory and practice of injection therapy	2				
Theory and Practice of long term and chronic conditions management	12				
Transforming Care, Systems and Services through Transforming Individual Practice Module	2				
Understanding Cancer: Patient and Professional Perspectives (HCT150)		1			

<b>Genomic Medicine Modules</b>						Further module information
A suite of new level 7 20 Credit modules available for staff to undertake as standalone. This education will support national upskilling of existing health professionals to deliver Welsh Government's Genomics for Precision Medicine Strategy (WG, 2017). All modules are distance learning apart from Counselling skills which may have some face to face.						
Genomics of Common and Rare Inherited Diseases Module	2-3 months	2025		2026		Cardiff University
Application of Genomics in Infectious Diseases Module	2-3 months	2025		2026		Cardiff University
Omics Techniques and Technologies and their Application to Genomic Medicine Module	2-3 months	2025		2026		Cardiff University
Molecular Pathology of Cancer and Application in Cancer Diagnosis, Treatment and Monitoring Module	2-3 months	2025		2026		Cardiff University
Introduction to the Counselling Skills used in Genomic Medicine module	2-3 months	2025		2026		Cardiff University
Bioinformatics, Interpretation and Data Quality Assurance in Genomic Analysis Module	2-3 months	2025		2026		Cardiff University
Pharmacogenomics and Stratified Healthcare Module	2-3 months	2025		2026		Bangor University

Module MSE-4087: Pharmacogenomics & Strat HC, Bangor

## Prescribing

**Independent prescribers:** may prescribe for any medical condition within their area of competence

**Supplementary prescribers:** can only prescribe in partnership with a doctor or dentist.

**Limited Prescribing:** Prescribing by Community Practitioners from the Nurse Prescribers' Formulary for Community Practitioners.i.e District Nurses and Health Visitors, are able to prescribe independently from a limited formulary comprising a limited range of medicines, dressings and appliances suitable for use in community settings.

**Postgraduate Certificate in Blood Component Transfusion** enables experienced non-medical Healthcare Practitioners to make the clinical decision and provide the written instruction for blood component transfusion to patients within their own clinical specialty, and within their own areas of competence and expertise.

Course Name	Nursing and Midwifery	AHP	Optometrist	Orthoptists	HCS	Pharmacy	Other Professionals
Independent Prescribing	54	1				15	
Supplementary Prescribing		1					
Limited Independent Prescribing							
PGCert in Blood Component Transfusion (NABT) - Swansea University							
Therapeutic Prescribing for Optometrists (PgCert) - Cardiff University							

**Advanced - Extended Practice Ed MSc.Cert.Dip.**

**Guidance Notes: -**

**Advanced practice education** is at Masters level, and will either be a full advanced practice masters degree pathway or modules from an advanced practice degree pathway.

**Extended practice education** are modules of education which extends a registrant's skill set and may be at masters level or level 5 and 6. This funding does **not** extend to modules at level 4 and below.

**Target group:** Non-Medical Registered Healthcare professionals across Secondary/Community and Primary care/GP practice/cluster environments.

Course Name	Nursing and Midwifery	AHP	HCS	Pharmacy	Other Professionals
Advanced Clinical Practice	24				
Advanced Clinical Practice (MSc)	35	1			
Advanced Clinical Practitioner (MSc)	20				
Advanced HEMS Practice (MSc/PGCert/PGDip)					
Advanced Manipulative Physiotherapy (MSc)					
Advanced Physiotherapy (MSc)					
Advanced Practice (Dietetics) (MSc)		2			
Advanced Practice (MSc)	21	2			
Advanced Practice in Health Care (PGDip)	20				
Advanced Practice in Health Care (MSc/PGDip)	28				
Advanced Professional Practice in Neurological rehabilitation (MSc)					
Advanced Specialist Blood Transfusion (MSc/PGCert/PGDip)	10				
Advancing Healthcare Practice (MSc)	29				
Ageing Health and Disease (MSc)	22				
Anticoagulation Management Theory and Practice (MSc)	10				
Autism and Related conditions (MSc/PGCert/PGDip)	2				
Biomedical Science (Clinical Data Interpretation) (MSc)					
Certificate in Psychiatric Therapeutics					
Child Public Health (MSc/PGCert/PGDip)					
Clinical Medicine					
Community & Primary Healthcare Practice(MSc/PGCert/PGDip)					
Computed Tomography (Radiographers) PGCert	1	1			
Acute and Critical care (PG Cert)	60				
Diabetes (MSc/PGCert/PGDip)	44	1			
Diagnostic Imaging (PGCert)	1	1			
Dietetics (MSc)		5			
Diploma in Paediatric Dentistry (Online)					
Diploma in Therapeutics					
Education for Health Professions (MSc/PGDip/PGCert)	24			1	
Enhanced Professional Practice MSc	30	1			
Ergonomics in Health and Community Care (MSc/PGCert/PGDip)				1	
Expert Practice in Immunocytochemistry (PGDip)					
Gastroenterology (MSc/PGDip)	15				
Health and Public Service Management (MSc)	4	1			
Health Informatics (MSc/PGCert/PGDip)	13	1			
Healthcare Management (MSc)	22	1			
Higher Specialist Diploma in Cellular Pathology					
Infection, Prevention & Control (MSc)	20				
Language and Communication Impairment in Children (MSc/PGCert/PGDip)		1			
Leadership for Healthcare Professionals (MSc/PGCert/PGDip)	22				
Long Term & Chronic Condition Management (MSc)	15				
Managing Care in Perioperative and Anaesthesia Practice (MSc)	12				
Master of Research (Health) Mres/PGCert	2				
Medicines Optimisation					
Midwifery and Women's Health (MSc)	2				
Mres Health					
MSc Diagnostic & Interventional Ultrasound (MSc)	2	2			
MSc in Clinical Pharmacy				7	
MSc Genomic Medicine (PG Cert/Dip)					
Musculoskeletal Medicine (MSc)	5				
Musculoskeletal Studies (MSc/PGCert/PGDip)	5				
Musculoskeletal Ultrasound (PGCert)	2	2			
Nuclear Medicine (MSc/PGCert/PGDip)					
Occupational Therapy (MSc)					
Paediatric Physiotherapy (MSc)					
PG Cert Clinical Medicine					
PgDip in Diabetes	15				
PgDip Psychiatric Pharmacy					
Physiotherapy (MSc)					
Play Therapy (MSc)					
Post graduate diploma in pain management	20				
Post graduate diploma in respiratory medicine	10				
Postgraduate certificate in Psychiatric therapeutics					2
Postgraduate Diploma in Diabetes	10				
Postgraduate Diploma in Respiratory Medicine	12				1
Postgraduate Diploma in Therapeutics					
Professional Practice (MSc)	17				
Public Health(MSc)					
Radiographic Reporting (PGDip/PGCert)	2				
Radiography (CT) PGCert		2			
Respiratory Medicine (MSc/PGDip)					
Rheumatology (MSc/PGDip)					
SLT Advanced Practitioner (Msc in Public Health)					
Stem Cells and Regeneration (MSc)	5				
Systemic Practice in Psychotherapy (PGDip)					
Systemic Psychotherapy (MSc)					
Theory of Podiatric Surgery (MSc)					
Therapeutics				3	
Understanding Domestic and Sexual Violence (MSc)	1				
Vision and Strabismus (MMedSci/Diploma/Certificate)					
Wound Healing & Tissue Repair (MSc)	20				

New - Additional Requirements

Please add any education on this sheet that is not included on the Advanced Practice / Extended Skill Worksheets

Course Title and Educational Level	Course duration	Is This Advanced / Extended Practice Education?	HEI/Provider	Reason for Request	Nursing and Midwifery	AHP
Advanced skills in Clinical Supervision level 5/6		Yes	Swansea University & University of South Wales	Development of Nurse Managers		
Personality Disorder (Practice Development)	3 years	Yes	University of Central Lancashire	Inpatient population across mental health and learning disabilities changing, skills deficit identified in providing services for individuals diagnosed with a personality disorder.		
Systemic Psychotherapy	3 years	Yes	The Centre for Systemic studies	Provides the skills needed for working with children in CAMHS services.		
Solution Focussed training		Yes	HEIW	CAMHS has accessed this training via HEIW previously.		
EMDR		Yes	EMDR Academy	To provide therapy for adults and children who have experienced trauma.		
Dialectical Behaviour Therapy skills	2 days	Yes	British Isles Training	people who experience emotional destabilisation.		
Dialectical Behaviour Therapy	2 years	Yes	Bangor university	To enhance skills and achieve PGDip in delivering a DBT service		
Child Adolescent Mental Health psychological therapists through training in trauma (EMDR), personality disorder (schema, CBT for personality disorder) as well as training in interpersonal psychotherapy Training for psychological therapists, psychologists and other disciplines in CBT (PG-Cert, PG-Dip) and systemic (e.g. foundation, intermediate and MSc level) To provide child psychologists training in child specific therapies including EMDR child modules 1 and 2, KIDNET and DBT-A BPS supervisor training for Band 7/8a psychologists department working within forensic mental health services Personality training (IPDE, DSM alternative model and ICD-II approaches) for psychologists working within forensic and mental health services DBT training for psychologists working within learning disability Approved clinician training for 3 x psychology staff members	1 year	Yes	Bangor university	To provide CAMHS nurses with specific skills for working with children who are living with mental health problems.		
PgDip or Cert Neonatology	1 or 2 years	Yes	tbc, need to horizon scan	Senior Lead Pharmacist retirement, need to grow own succession		
PgDip or Cert Haematology	1 or 2 years	Yes	tbc, need to horizon scan	Senior Lead Pharmacist retirement, need to grow own succession		
PgDip or Cert Clinical Trials	1 or 2 years	Yes	tbc, need to horizon scan	Senior Lead Pharmacist vacancy, need to grow own succession		
Education module	modular	Yes	Cardiff, used before but not on standard list	Education upskill		
Therapeutics modules for mental health, diabetes, heart failure, respiratory	modular	Yes	tbc, need to horizon scan	Succession into these areas - pharmacist on their advancing practice journey in HB-managed Primary Care, including virtual wards and Mental Health Services.		
Level 5 Cert or Diploma courses for Advanced Pharmacy Technicians	1 or 2 years	Yes	tbc, need to horizon scan. UEA offer a 4-year Level 5 course, but this seems lengthy and may have early exit points.	Extended roles for Pharmacy Technicians in advancing clinical care		
4 x Science Manufacturing Technician, Level 3 apprenticeships	2 years (21 months)	No	West Suffolk College	niche service area. Alternative science-based pathways to mitigate in line with national TRAMS programme. Likely funded by NWSSP direct.		
Clinical Supervision	6 months		Swansea University	Decreasing numbers of Clinical supervisors available		50
MSc Thoracic courses	2 Years		Tech school Nursing UK	Not currently funded		10
MSc Education	2 Years		Swansea University			
Clinical assessments course	1 Year		University of South Wales	Funded out of HEIW		15
Critical care course	1 Year		HEIW	Increase funding		300
Online Cardiac care course	1 year		University of Tyneside	Funded by in house endowment fund		300
HCSW training				Funded by HEIW		100
PGCE in Education for Health care profession:	1 year		Swansea University	Currently funded by SBU		20
MSc in Digital education	2 Years		Leeds University	Not provided under UHB contract		4
Anatomy & Physiology for cardiac nurses	3 months		Swansea University	Whether this can be funded by HEIW		200
MSc Leadership	2 Years		Warwickshire University	HEIW funded		3
Cardiac SCP course	2 years		Southampton	Currently funded by endowment		5
Diploma in thoracic Nursing	1 Year		Tech school Nursing UK	Not currently funded		10
IT skills -Formulating teaching resources for	or 1-2 Years		Most universities provide a range	Increasing amount of training and education moving		10
Head & Neck Ultrasound Course	2 Days	Yes	Manchester Head & Neck Centre	demand management		