

21 October 2021

Workforce Funding

1. Does your organisation have access to funding or grants aimed at supporting one or more of the following workforce areas e.g. from a national body for purchase of technology or services

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

Yes – Belfast Trust receives funding on an annual basis from the Department of Health for the Support Worker’s Fund

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

In 2021/22, the Trust received a fund of £70,029 from the Department of Health.

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

The fund is used to support the development of Trust Support Workers in Bands 1 to 4 and Band 3 Clinical Upskilling. It is split across a range of development requirements including eportfolio licences, registration and certification fees to enable nursing assistants and senior nursing assistants to complete vocational qualifications, fees for vocational qualifications undertaken through Open College Network, fees for support staff to undertake Open University k102 qualification and cost of role specific training purchased from external providers.

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

All funding has been allocated for spend across the categories set out in our answer to question 3.

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

March 2022

21 October 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?

Service areas in receipt of funding ensure that accredited qualifications are completed by staff and that appropriate training programme evaluations are completed in line with the Kirkpatrick model for learning and development.

A year-end report on utilisation of the fund is provided to the Department of Health.

Belfast Trust has detailed above the funding it receives specifically in respect of the support workers fund.

No other specific funds are received. However, the Trust would like to point out that an element of our full £1.8bn budget is spent on the workforce areas mentioned at question 1, as deemed appropriate by our Executive Team and Directors, albeit that funding is not ring fenced.