

NHS Education Funding Guide: 2024 – 2025 Financial Year



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Section 1: Introduction, background and purpose of the NHS Education Funding Guide

Introduction

Purpose

The NHS Education Funding Guide describes NHS England's, previously known as Health Education England's (HEE) funding to learners, educational institutions, employers, and placement providers to support the education and training of professional roles into the NHS for the 2024 – 2025 financial year.

The information included in this guide is as accurate as possible at the time of publication.

Feedback or queries in relation to the content of this guide should be submitted by email to: england.wte.frp@nhs.net

It should also be noted that as of 1 April 2023, HEE merged with NHS England to create the new NHS England. As this guidance applies to the 2024/25 financial year, references are made to NHS England rather than HEE. Email addresses with the domain hee.nhs.uk will remain active until they are replaced by equivalent NHS England addresses.

Structure of Funding Guide

The funding guide is structured into four main sections:

- Section one introduces the guide and explains the context and policy.
- Section two lists the commissioned and non-commissioned education and training programmes, of which NHS England has oversight.
- Section three is a glossary of terms which covers the terminology used in the document.
- Section four lists Appendices and Acknowledgements.

Background

NHS England – Statutory Responsibility

The Secretary of State for Health and Social Care (DSHC) holds the responsibility of setting approved tariff prices for education and training in England, as mandated in Part 3, Section 108 of the Care Act 2014. As per the provisions outlined in the same Act, NHS England has been entrusted with tariff development and collaboratively finalising the tariff work programme for 2024 and 2025, alongside relevant stakeholders.

For the financial year 2024/25, both DSHC and NHS England have allocated a substantial annual budget of approximately £6 billion. Their primary objective is to ensure optimal value for public funds. The achievement of this objective hinges on the effective allocation of resources at a strategic and local level. This involves a clear articulation of long-term and short-term plans, as well as ensuring alignment in planning (as stipulated in part 3, section 97 of the Care Act 2014), commissioning (as stipulated in part 3, section 98 & 107 of the Care Act 2014), contract management (as stipulated in part 3, section 100, Objectives, priorities and outcomes of the Care Act 2014), Quality improvement (as stipulated in part 3, section 99 of the Care Act 2014) and reporting at both national and regional levels.

As part of its delegated duties (as stipulated in part 3, section 107 of the Care Act 2014), NHS England will continue to directly commission some student placements with Higher Education Institutes (HEIs) within the healthcare system in England and it intends to use

direct and indirect levers to influence the composition of the healthcare workforce. The number of training positions available will be contingent on factors such as the alignment of workforce demand and supply, educational and clinical placement capacities, and the prevailing dynamics of the student market each of which may vary according to geographic regions. NHS England directly controls clinical placement capacities while indirectly influencing the student labour market and educational capacity.

Principles of NHS Education Funding

Introduction

The education of health professions is a core element of the NHS's business. However, the funding models which underpin that education are not widely perceived as transparent, and variances exist across England.

NHS England is committed to demystifying education funding and providing transparency. By ensuring the funding of education is transparent NHS England supports the stewardship of NHS resources by the organisations working to deliver the future health workforce.

The principles of the NHS Education Funding Guide are:

- Transparency – how public funds are used is clear and justifiable, enabling robust accountability, alignment, and engagement.
- Consistency – standardised implementation of decisions and consistent application of funding policy.
- Connected – ensuring that the system requirements and national policy align.
- Value for money – making effective use of public funding for education and training.

What does NHS England fund?

Through its Future Workforce funding stream NHS England directly commissions or financially supports the following education routes:

1. 'Volume' education to supply future registered professionals:

- a. Degree-level programmes (for example, paramedics and Healthcare Science practitioners)
 - b. Higher level pre-registration programmes (for example NHS-based pharmacy, clinical psychology)
 - c. Post-registration specialist training programmes which lead to qualifications recordable with regulatory bodies (for example Specialist Community Public Health Nurses)
2. 'Return to Practice' education programmes aimed at encouraging participation in the workforce from non-working and lapsed registrants to supply future registered professionals
 3. Other 'formal' education required to support the development of those already in the workforce, enabling them to take on further identified roles. This includes:
 - a. Post-registration programmes which do not lead to recorded or registered qualifications or 'protected titles,' but which support specialist practice and workforce role transformation (e.g. Advanced Practitioners) and Community Nursing Specialist Practice programmes which lead to a Specialist Practitioner Qualification (SPQ) and an annotation on the NMC register
 - b. Specific programmes for new roles for which regulatory arrangements have yet to be clarified (e.g., Physician Associates)

NHS England also funds education aimed at enabling new or existing staff to continue their professional development through its Workforce Development funding stream.

Some programmes previously funded by NHS England have now transferred to the apprenticeships funding route following the introduction of the Apprenticeship Levy (e.g., Foundation degrees).

What does NHS England funding pay for?

The main elements of funding that are provided through NHS England are summarised below. It should be noted that not all elements of the NHS England funding offer are available to each profession and the specific funding offers are detailed further from pages 13 – 91.

Tuition fees (NHS England nationally agreed or regional prices)

In agreed cases, NHS England covers tuition fees for some programmes. However, in most cases, tuition fees are self-funded by the student, usually through a student loan. Work is

currently underway within NHS England to ensure consistency in determining the eligibility and levels of funding available from NHS England for tuition.

Clinical placement costs (Education and Training national tariff and local tariff)

NHS England funds placement activity in two ways:

- Placement activity within the scope of the [Department of Health and Social Care \(DHSC\) Education and Training tariff guidance](#) should be funded in line with the rates published annually by DHSC on the Government website.

Alongside NHS England's existing role in administering tariff payments to placement providers, from April 2021, NHS England assumed additional responsibility for tariff development, including production and publication of the tariff guidance document. As part of these responsibilities, NHS England continue to be required to present tariff proposals annually to DHSC for sign-off and ministerial approval. This approach to developing the placement tariffs does not impact on the existing powers and requirements for the tariffs set out in legislation. Further information is available in the [Consultation on 2022-23 National Tariff Payment System – consultation notice, annexes and supporting documents.](#)

- For areas outside the scope of the tariffs, NHS England agrees the appropriate funding, with funding included into regional allocations.

NHS England is currently working with the DHSC to review all placement funding arrangements which are outside the scope of tariff. This work will determine whether these professions meet the criteria for inclusion in the national tariff payment mechanism and the timescales for possible introduction within scope. This approach is intended to ensure consistency in the approach to funding and the associated prices.

Salary support (full or contribution)

Where NHS England provides salary support, this is determined by NHS England and ranges from a contribution to full salary support. In some cases, NHS England works with another NHS body to fund salary support. NHS England is currently reviewing the salary rates that support trainees to ensure consistency (where appropriate) in both price and scope.

For some programmes, the term 'salary support' has been replaced nationally with 'education training grant'. The education training grant includes an allocated proportion specifically for the supervisory needs of learners.

Student Support (regionally agreed bursaries and allowances)

NHS England is not responsible for administering any national bursaries to students/trainees on the NHS England commissioned programmes. There are however examples of continuing regional bursaries and allowances. NHS England is currently working with regions to review the success of these payments and ensure equity across regions.

Knowledge and Library Services

All learners, along with NHS organisations and staff, should be able to access the expertise and resources offered by NHS knowledge and library services so that they can use the right knowledge and evidence to achieve excellent healthcare and health improvement. ([NHS Library and Knowledge Services Policy in England, 2016](#)).

As specified in the NHS Education Contract, the Education and Training tariff contributes to the costs of delivery of proactive, high-quality knowledge and library services for all learners and the workforce, including access to evidence resources through suitable technology and appropriate learning space. To inform this, NHS England has published indicative guidance ([Funding NHS Knowledge and Library Services in England, 2022](#)) and a policy on Learning space within NHS Knowledge and Library Services ([Learning Space within NHS Knowledge and Library Services in England, 2020](#)).

To improve provision to clinical students on placement and doctors in training, and to achieve better value for money, there is the opportunity for placement providers within a local area to pool funding into central, regional, or coordinated procurement of digital knowledge resources.

The [Quality and Improvement Outcomes Framework](#) for NHS funded Knowledge and Library Services is an integral part of the wider Quality Framework for NHS organisations in receipt of funding through the NHS Education Contract.

Other costs

In some cases, other costs may be supported by NHS England e.g., infrastructure costs, residential fees, clinical supervision costs, student travel costs etc. This varies by region and will be based on current local contractual arrangements. NHS England is currently exploring these local arrangements to determine a national approach to funding these areas in future

years. NHS England needs to ensure that these payments continue to align with other funding available from other funders of healthcare education.

Development of the NHS England funding offer

Work is underway to consider the potential future approach to funding support from NHS England. Any changes to the education funding model for future years will aim to ensure:

- value for money for NHS England, the wider NHS, and the taxpayer
- a consistent nationwide approach to funding
- sustainability of supply at current levels/ growth
- be open, transparent, and equitable.

Need for Investment

NHS England utilises public money to support the education and training of the future workforce supply to the NHS. The investment made ensures that the NHS has the right workforce, at the right time, for the right patients. Without the investment in education and training, certain professions would not exist to support patients, and NHS England works closely with professional bodies, regulators, and education providers to ensure a consistent supply of professionals, matching the future patient and NHS service requirements, as set out in the [NHS Long Term Workforce Plan](#).

Integrated Investment and Planning

The Multi-professional Education and Training Plan (METP) will consider all elements of NHS England funding and advise the NHS England Board on the investment required to secure education for the future of the NHS workforce. The METP operates as an organisational wide prioritisation panel in seeking assurance, understanding, and intentions of allocating budget and workstreams in meeting the demand identified. The METP will gather information from a range of sources to assist the discussion and prioritisation of education, demonstrating an informed decision-making process.

NHS England takes an approach for investment which matches the system needs to the prioritisation and planning process. Whilst being a national arm's length body, NHS

England's aim is to ensure each system across healthcare has an opportunity to influence their educational requirements matching the future service needs of their system.

Further NHS England developments to support transparency of funding

Integrated Care Board (ICB) Funding Statement

In 2016, NHS organisations and local councils came together to form sustainability and transformation partnerships (STPs) covering the whole of England and set out their proposals to improve health and care for patients.

In some areas, a partnership will evolve to form an Integrated Care Board (ICB), a new type of even closer collaboration (moving to legal entities on 1st July 2022). In an integrated care board, NHS organisations, in partnership with local councils and others, take collective responsibility for managing resources, delivering NHS standards, and improving the health of the population they serve.

Read more about [Integrated Care Boards](#).

The ICB Education Funding Statement shows the total of NHS England (Workforce Training and Education) monies that flow into the ICB system and the corresponding activity. ICB Education Funding Statements were first issued to ICBs in 2020 - 2021 and will be updated annually.

The aim of the ICB Education Funding Statement is to support the leadership of an ICB to have more influence over educational investment locally and support the delivery of their workforce strategies by raising awareness of the current and planned education and training investment and associated activity in that geography from NHS England (Workforce Training and Education). This will stimulate the ability of ICBs to work collaboratively with NHS England (Workforce Training and Education) and other partners to ensure a strategic approach is taken locally to supporting future workforce education and to inform national funding policy and strategies to best secure the necessary future workforce supply.

The statement will provide transparency about the educational funding attracted by the system, highlight its share of NHS England (Workforce Training and Education) education and training resources, and enable the ICB to have greater influence over how these

resources are used to reflect local needs and priorities in support of delivering its workforce strategy. This will, in turn, allow the ICB to make best use of resources and benefit the public purse, patients and the taxpayer.

An increased transparency of funding will lead to questions about how funding flows into the system and how effective the utilisation of the funding is in delivering on the ICB's strategic intentions and stimulate the desire to act on that information.

In summary, the aim of the ICB Education Funding Statement is to:

- Increase the transparency of NHS England's (Workforce Training and Education) educational funding flows into every ICB.
- Enable ICBs to inform national and local funding decisions to align with their long-term clinical strategies and educational activity.
- Enable effective stewardship of the educational environment in each ICB; making the NHS a great place to learn as well as a great place to work.
- Improve value for money in the use of the educational NHS pound.
- Support ICB ownership of the educational agenda, making it a core part of NHS business.
- Enable transparent, informed, and collaborative educational funding decision making at national and ICB level.
- Support NHS England's (Workforce Training and Education) investment in education.

Section 2: Commissioned and Non-commissioned Clinical Education and Training Programmes

Strategic education commissioning proactively considers future healthcare service needs and capacity to facilitate the current and future requirements of NHS strategies, whilst maintaining high quality education. NHS England provide leadership and oversight in entrusting a provider to support the education of future NHS staff.

The programmes in the following section are separated into three main categories, commissioned education and training programmes; non-commissioned education and training programmes supported by NHS England funding; and other programmes supported by NHS England funding.

Programmes Commissioned by NHS England

These are programmes where NHS England commissions and funds education and training. Numbers of commissions are based on workforce planning and analysis, local demand, capacity, capability to train, and national priority areas. Clinical placements may also be funded for these courses on behalf of the DHSC.

Non-commissioned Programmes Supported by NHS England Funding

These are programmes which NHS England supports, for example by funding clinical placements on behalf of the DHSC, but the numbers of training places are determined by the market and the cost of education is met by the individual, either personally or through the student loan system/ apprenticeship levy funding.

Other Programmes Supported by NHS England Funding

NHS England can fund some programmes which do not fall under either the Commissioned or Non-Commissioned category e.g., Apprenticeships and Medical/ Dental programmes. These programmes are marked as 'Not Applicable' in the document.

Programmes Commissioned by NHS England

Paramedic Programmes - Paramedic: Conversion Apprenticeship Programme

Table 1: Paramedic: Conversion Apprenticeship Programme

Commissioned	Not Applicable - Apprenticeship
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	NHS England Fund
Other Costs	Not Applicable

The Paramedic: Internal Service Training Grant, is available for those that are on the conversion apprenticeship programme and available to support trainees. This payment is £5,306 per annum for a maximum of two years; maximum payment of £10,612 per trainee per programme. This payment will support the development of the learning for trainees and the associated training e.g., backfill to enable trainee extraction, practice-based learning activities in a range of learning environments, including those outside the ambulance service and infrastructure development to facilitate a high-quality learning experience. *Please note, this is not an exhaustive list.*

Funding will be paid directly to the ambulance service based on agreed Multi-professional Education and Training Plan (METP) figures. This funding will remain in place for all cohorts until it is due for review by the DHSC.

Read more on NHS Careers about [Apprenticeships](#).

Pharmacy Training: Pre-Registration and Post-Registration

Development programmes are available for pharmacists and pharmacy technicians to support post-registration development for newly qualified professionals into enhanced, advanced consultant level practice (for pharmacists). Funding may be available through local arrangement available as negotiated or the pharmacy professionals national programmes offer, CPPE.

Table 2: Pharmacist Foundation Trainee Year

Commissioned	Yes - secondary care
Tuition	NHS England Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	NHS England Fund (Regionally Agreed)
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund (Regionally Agreed)

Trainee Pharmacists: A General Pharmaceutical Council ([GPhC approved training scheme](#)) comprising a foundation training placement: under the supervision of a designated supervisor for at least 52 weeks in an approved training site, and preparation for a registration assessment.

Read more on NHS Careers about the role of a [Pharmacist](#).

Table 3: Pre-Registration Trainee Pharmacy Technician

Commissioned	Yes
Tuition	NHS England Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	NHS England Fund (Regionally Agreed)
Maintenance	Not Applicable
Training Grant	NHS England Fund (Regionally Agreed)
Other Costs	NHS England Fund (Regionally Agreed)

Pre- Registration Trainee Pharmacy Technicians [GPhC approved PTPT course/qualifications](#) are typically two years in length; fees may be funded via Apprenticeship Levy.

Read more on NHS Careers about the role of a [Pharmacy technician](#).

Mental Health: NHS Talking Therapies for anxiety and depression

NHS England supports the education and training for NHS Talking Therapies. NHS Talking Therapies (formerly known as Improving Access to Psychological Therapies (IAPT)) was developed to improve the delivery of, and access to, evidence-based, psychological therapies for depression and anxiety disorders within the NHS.

Education commissioning for Adult NHS Talking Therapies training is managed through NHS England regional Mental Health leads.

Table 4: Psychological Wellbeing Practitioner (PWP) (Low intensity)

Commissioned	Yes
Tuition	NHS England Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	NHS England Fund 60%
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

The Psychological Wellbeing Practitioner (PWP) courses commissioned by NHS England are accredited by the British Psychological Society (BPS).

PWP training places are supported by NHS England and are aligned to the national training model where the tuition fees are directly paid to the education provider delivering the PWP course. The level of salary support will be provided at NHS Agenda for Change (AFC) pay scale at the starting point of Band 4 plus on costs.

NHS England will provide 60% of the salary support funding and the remaining 40% will need to be secured from the commissioner who oversees the Adult NHS Talking Therapies service.

NHS England also offers some PWP Apprenticeship Courses which are available. Course fees are covered by the Apprenticeship Levy and employers receive a contribution to salary.

Read more on NHS Careers about [Psychological wellbeing practitioners](#).

Table 5: High Intensity Cognitive Behavioural Therapy (HI CBT)

Commissioned	Yes
Tuition	NHS England Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	NHS England Fund 60%
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

The High Intensity CBT Therapist (HI CBT) courses commissioned by NHS England are accredited by the British Association for Behavioural and Cognitive Psychotherapies (BABCP).

HI CBT training places are supported by NHS England and aligned to the national training model where the tuition fees are paid directly to the education provider delivering the HI CBT course. The level of salary support will be provided at NHS AFC pay scale at the starting point of Band 6 plus on costs.

NHS England will provide 60% of the salary support funding and the remaining 40% will need to be secured from the Clinical Commissioning Group (CCG) who oversee the Adult NHS Talking Therapies service.

Long Term Conditions

Supporting the expansion of the NHS Talking Therapies services, NHS England provide the Long-Term Conditions modules to support people with anxiety and depression alongside physical long-term conditions or persistent and distressing medical unexplained symptoms.

Long Term Conditions Top-up provision available:

- Long Term Conditions Top-up – PWP
- Long Term Conditions Top-up – HI CBT
- Long Term Conditions Top-up – other modalities (non-CBT)

Course fees will be provided directly to the education provider by NHS England and no salary support will be available.

Read more on NHS Careers about [High intensity therapists](#).

Table 6: Other High Intensity Psychological Therapy Modalities

Commissioned	Yes
Tuition	NHS England Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	NHS England Fund 60% (Regionally Agreed)
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund

The following NHS Talking Therapies High Intensity psychological therapy modalities will be supported by NHS England and will also be provided with an associated supervisor training provision.

- Counselling for Depression (CfD)
- Couple Therapy for Depression (CTfD)
- Behavioural Couples Therapy (BCT)
- Extended Dynamic Interpersonal Therapy (e-DIT)
- Brief Dynamic Interpersonal Therapy (DIT)
- Eye Movement Desensitisation and Reprocessing Therapy (EMDR)

- Interpersonal Psychotherapy (IPT)
- Mindfulness Based Cognitive Therapy (MBCT)
- Narrative Exposure Therapy (NET)
- Trauma-Focused CBT Top-up Training (TF-CBT)
- High Intensity Psychotherapeutic Counselling Pilot

Course fees will be provided directly to the education provider by NHS England and salary support (NHS England regionally agreed) will be available.

Mental Health: Psychological Therapies for Severe Mental Health Problems

Table 7: Psychological Therapies for Severe Mental Health Problems (Adult and Older People)

Commissioned	Yes
Tuition	NHS England Fund
Clinical Placement	Not Applicable
Salary Support	NHS England Fund (where course eligible and where agreed)
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

Psychological therapies for people with severe mental health problems (PT-SMHP) are a key part of the new integrated community offer for adults and older people, for which there is a suite of training available:

- Cognitive Behavioural Therapy for Severe Mental Health Problems (CBT-SMHP)
 - Psychosis and Bipolar pathway

- Personality Disorder pathway
- Eating Disorder pathway
- Dialectical Behaviour Therapy (DBT)
- Adult Eating Disorders Whole Team Training (AED WTT)
- Family Intervention (FI)
- Mentalisation Based Therapy (MBT)
- Structured Clinical Management (SCM)
- Maudsley Model of Anorexia Nervosa Treatment for Adults (MANTRA)
- Mental Health and Wellbeing Practitioners (MHWP)
- Personality Disorder/Knowledge and Understanding (PD/KUF) Framework*
**(PD/KUF) Framework contract to expire end of March 2024*
- Comprehensive Assessment of At Risk Mental States (CAARMS) for psychosis
- Understanding Psychosis and Bipolar Disorder (UPBD)
- Avoidant Restrictive Food Intake Disorder (ARFID)
- Cognitive Analytic Therapy (CAT)

Course fees will be provided directly to the education provider and a recruit to train model is available for the two-year CBT/DBT courses and for the Mental Health and Wellbeing Practitioner (MHWP) course.

Mental Health: Wellbeing Practitioner

Table 8: Mental Health and Wellbeing Practitioner (MHWP)

Commissioned	Yes
Tuition	NHS England Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	NHS England Fund 100%
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

The Mental Health and Wellbeing Practitioner (MHWP) role sits within a community mental health multi-disciplinary team to compliment the work of the wider team. The courses are

commissioned by NHS England and are in the process of being accredited by the British Psychological Society (BPS). Funding from NHS England is provided to cover tuition costs and salary support (AFC mid-point band 4 plus on-costs) for the duration of the 12-month training period. Posts in London also attract the High-Cost Area Supplement (HCAS), also referred to as London Weighting. Trainees are offered a role in service upon completion of training.

MHWP courses are also commissioned within Psychological Therapies for Perinatal Mental Health.

Read more on NHS Careers about the role of a [Mental Health and Wellbeing Practitioner](#).

Mental Health: Peer Support Workers

Table 9: Peer Support Workers

Commissioned	Not Applicable
Tuition	NHS England Fund
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	NHS England Fund
Other Costs	Not Applicable

Peer support workers are people who use their lived experience of mental health problems to support others. NHS England’s national model provides tuition support and a training grant of £3,626 per trainee.

Read more on NHS Careers about [Peer Support Workers](#).

Mental Health: Children and Young People (CYP)

Children and Young People’s (CYP) Mental Health Services

To increase the workforce and meet the access targets for CYP Mental Health, as set out in the NHS Long Term Workforce Plan, the NHS England Workforce, Training & Education National Mental Health Team has received funding via the Spending Review to provide CYP training programmes. These training programmes are provided by CYP Mental Health Services, which in most cases are led by universities and include engagement with services.

Table 10: Children and Young People (CYP) Recruit to Train (RtT) Therapists

Commissioned	Yes
Tuition	NHS England Fund
Clinical Placement	Not Applicable
Salary Support	NHS England Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund

Training is commissioned and monitored by regional CYP Mental Health leads.

Funding for new staff to access the training continues to be provided nationally. NHS England Workforce, Training & Education (WT&E) provides funding for salary support (AFC mid-point band 6 plus on-costs) for the duration of the 12-month training period, in addition to tuition costs and other costs. Posts in London also attract the High-Cost Area Supplement (HCAS).

Tuition costs from NHS England is also provided for supervision training.

NHS England WT&E also provides each collaborative with funding per collaborative partnership / service. This is for HEIs to work with services on activity undertaken to

continually review and embed the CYP RtT principles into service delivery, support and challenge Partnerships (services) to deliver the highest quality care, and to link across the system including LAs, CCGs, services and other regional networks.

Read more on NHS Careers about [roles in the psychological professions](#).

Table 11: Children and Young People (CYP) Wellbeing Practitioner

Commissioned	Yes
Tuition	NHS England Fund
Clinical Placement	NHS England Fund (Nationally Agreed Price)
Salary Support	NHS England Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund

NHS England WT&E supports training to equip practitioners to provide low intensity interventions for mild to moderate mental health problems. On qualification, practitioners may go on to work in a range of services such as community, primary care, and education settings. NHS England WT&E provides funding for salary support (AFC mid-point band 4 plus on-costs) for the duration of the 12-month training period, in addition to tuition costs and placement support funding of £12,396. Posts in London also attract the High-Cost Area Supplement (HCAS).

The above training programmes both require an element of supervision to support the trainee practitioners to refine and consolidate their learning and practical skills. Supervision training is provided by each of the HEIs linked with the CYP Mental Health collaboratives.

Tuition costs from NHS England is also provided for supervision training.

NHS England WT&E also provides each HEI delivering CWP training with £10,000 for assurance funding, to provide support for HEIs for engagement with services and implementation of the Wellbeing Practitioner curriculum.

Read more on NHS Careers about the role of a [Children's wellbeing practitioner](#).

Table 12: Education Mental Health Practitioner (EMHP)

Commissioned	Yes
Tuition	NHS England Fund
Clinical Placement	NHS England Fund (Nationally Agreed Price)
Salary Support	NHS England Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

NHS England WT&E is responsible for commissioning the Education Mental Health Practitioner (EMHP) training programme. This training programme provides individuals with the knowledge and experience to deliver low intensity interventions for children and young people with mild to moderate mental health problems in schools.

NHS England WT&E regional teams are responsible for managing the commissioning, quality and contract monitoring and finances relating to implementation of these training programmes.

Funding for EMHP training is allocated to the WT&E National Mental Health team and is then sent to WT&E regions based on activity, to be distributed to HEIs and services as required. Funding from NHS England is provided to cover tuition costs, salary support (AFC mid-point band 4 plus on-costs) and placement support costs of £3,099. Posts in London also attract the High-Cost Area Supplement (HCAS).

Tuition costs from NHS England is also provided for supervision training.

Read more on NHS Careers about the role of an [Education mental health practitioner](#).

Table 13: Senior Wellbeing Practitioners (SWP)

Commissioned	Yes
Tuition	NHS England Fund
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

NHS England WT&E is responsible for commissioning the Senior Wellbeing Practitioner (SWP) training programme. This training has been designed to support career progression for qualified Education Mental Health Practitioners (EMHPs) and Children & Young People’s Wellbeing Practitioners (CWPs). The training has been designed as a part-time Graduate/Post-graduate Diploma level training programme delivered by HEIs over 2 years (24 months). Tuition funding will be provided from NHS England.

Table 14: Service Leadership Costs

Commissioned	Yes
Tuition	NHS England Fund
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

NHS England WT&E is responsible for commissioning Service Leadership and Transformation upskilling training. This training is offered to staff working in Community

mental health services to support the implementation of CYP IAPT principles at a senior level, however increasing there have been requests for this training from inpatient services as well as Mental Health Support Teams (MHSTs).

Tuition funding will be provided from NHS England.

Table 15: Youth Intensive Psychological Practitioner (YIPP)

Commissioned	Yes
Tuition	NHS England Fund
Clinical Placement	Not Applicable
Salary Support	NHS England fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Clinical supervision and transformation training costs

NHS England WT&E is responsible for commissioning the Youth Intensive Psychological Practitioner (YIPP) role and training. This training is offered to staff working in Community mental health services and children and adolescent mental health inpatient services. Youth intensive psychological practitioners provide psychological assessment and psychologically informed interventions support for young people (13–17 years old) with severe mental health problems.

Tuition funding will be provided from NHS England, with additional funding for Clinical Supervision and Transformation training costs (subject to agreement). Salary support (AFC mid-point band 4 plus on-costs) is also provided by NHSE WT&E to services via regional teams. Salary support also includes High-Cost Area allowance where applicable.

Read more on NHS Health Careers about the role of a [Youth Intensive Psychological Practitioner](#).

Learning Disability and Autism: Multi-professional Consultant Pathway

To support the [Building the Right Support Plan](#) and other national policies, NHS England is committed to developing multi-professional consultant practitioners in learning disability and autism.

This programme is bespoke to each individual informed by a development needs analysis and development pathway, so that they achieve the appropriate capabilities in the [Multi-Professional Consultant-Level Practice Capability and Impact Framework \(Manley & Crouch, 2021\)](#).

The multi-professional consultant development pathway aims to develop consultants as system leaders and embedded researchers, exemplifying expert practice, strategic and enabling leadership, learning, developing and improving across the system and research and innovation. The programme improves care coordination and support for individuals with complex or multiple health conditions, thus supporting the delivery of safe and effective services.

This offer is available to senior registered health professionals working at an advanced practice level which include nurses and allied health professionals.

Individuals should be experienced practitioners who hold either a MSc or have equivalent knowledge and skills.

Key to this programme is the commitment of the aspiring consultant's employer to establish a consultant post in learning disabilities and/or autism working at a strategic and enabling leadership level across an integrated care system or provider network in learning disability or autism services on successful completion of the development plan.

Table 16: Multi-professional Consultant Practitioner

Commissioned	Yes
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	NHS England Fund
Other Costs	Building the Right Support training support funding

A contribution from NHS England towards a training grant will be made available for aspiring consultants to meet their identified learning needs.

In addition, the organisation will receive Building the Right Support training support funding*

*Tailored to individual needs and may be used for salary support or educational needs. Reporting against a development plan including the use of funding is expected.

Read more about the multi-professional consultant pathway [here](#).

Psychological Therapies for Perinatal Mental Health (PMH)

In line with the publication of the [Psychological Therapies for Perinatal Mental Health - Implementation Guidance](#), NHS England are offering the following programmes for Specialist Perinatal Mental Health (PMH) services and Maternal Mental Health Services (MMHS):

- Circle of Security (CoS)
- Prolonged Grief Therapy (PGT)
- Video Interactive Guidance (VIG)
- Video Intervention to Promote Positive Parenting (VIPP)
- Cognitive Behavioural Therapy for Severe Mental Health Problems (CBT-SMHP), Psychosis and Bipolar pathway, Personality Disorder pathway, Eating Disorder pathway
- Dialectical Behaviour Therapy (DBT)
- Interpersonal Therapy (IPT)
- Behaviour Couples Therapy (BCT)
- Couples Therapy for Depression (CTfD)

NHS England are also commissioning the Mental Health Wellbeing Practitioner (MHWP) training programme (see previous section).

The course fees are paid directly to the relevant education provider and a recruit to train model is available for the MHWP training programme.

Read more on the NHS website about [Perinatal Mental Health](#).

Mental Health: Psychological Professions

Table 17: Clinical Psychologist

Commissioned	Yes
Tuition	NHS England Fund
Clinical Placement	NHS England Fund
Salary Support	NHS England Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund (Regionally Agreed)

NHS England commissions taught doctorate programmes for Clinical Psychologists. A funding review took place in 2021 resulting in the agreement that from September 2023:

- Trainees will receive placement funding at the national tariff rate
- Trainees will be funded at 100 per cent of salary cost at AFC band 6
- Tuition support from NHS England, with an additional fee from NHS England where applied for and awarded to HEI's against specific added value components to support innovation.
- Contribution to travel and accommodation costs necessary to support trainees.

Read more on NHS Careers about the role of a [Clinical psychologist](#).

Table 18: Counselling Psychologist

Commissioned	Not Applicable
Tuition	Self-fund
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

Read more on NHS Careers about the role of a [Counselling Psychologist](#).

Table 19: Health Psychologist

Commissioned	Not Applicable
Tuition	Self-fund
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund

NHS England offers some Health Psychologist training funding via the 2-year [Health Psychology Workforce Transformation Programme](#) pilot where trainees can receive funding for tuition from NHS England and clinical supervision funds up to £7,000 per year. Funding is provided for other costs to host organisations of £2,550 per trainee across the two-year programme and salary support at AFC band 6.

Read more on NHS Careers about the role of a [Health Psychologist](#).

Table 20: Forensic Psychologist

Commissioned	Not Applicable
Tuition	Self-fund
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

Read more on NHS Careers about the role of a [Forensic Psychologist](#).

Table 21: Clinical Associate in Psychology - Apprenticeship

Commissioned	Not Applicable - Apprenticeship
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

Read more on NHS Careers about the role of a [Clinical Associate in Psychology](#).

Table 22: Child and Adolescent Psychotherapist

Commissioned	Yes
Tuition	NHS England Fund
Clinical Placement	Not Applicable
Salary Support	NHS England Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund (Regionally Agreed)

NHS England commissions programmes for Child and Adolescent Psychotherapists. A funding review took place in 2021 resulting in the agreement that from September 2023:

- Trainees will be funded at 100 per cent of salary cost at AFC band 6
- Tuition support from NHS England and psychoanalytic fee support up to £5,000
- Contribution to travel and accommodation costs necessary to support trainees.

Read more on NHS Careers about the role of a [Child and adolescent psychotherapist](#).

Table 23: Pre-clinical training for CAP (Child and Adolescent Psychotherapy)

Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund

NHS England offers some funding where trainees can receive funding support of £10,404.

Read more on NHS Careers about the role of a [Child and adolescent psychotherapist](#).

Table 24: Adult Psychotherapist

Commissioned	Not Applicable
Tuition	Self-fund
Clinical Placement	Not Applicable
Salary Support	NHS England Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

NHS England offers some funding via the 3-year Talking Therapies for Anxiety and Depression High Intensity Psychotherapeutic Counselling pilot where trainees can receive funding for tuition from NHS England and salary support at AFC pay scale starting in year one at bottom of Band 5, potentially increasing up to Band 6 in year two and three.

Read more on NHS Careers about the role of an [Adult Psychotherapist](#).

Table 25: Family and Systemic Psychotherapist

Commissioned	Not Applicable
Tuition	Self-fund
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

NHS England offers some Family and Systemic Psychotherapist training funding where trainees can receive funding for tuition.

Read more on NHS Careers about the role of a [Family and Systemic Psychotherapist](#).

Table 26: Counsellor

Commissioned	Not Applicable
Tuition	Self-fund
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

Read more on NHS Careers about the role of a [Counsellor](#).

Public Health

Table 27: Public Health Practitioner – L6 Apprenticeship Support Offer

Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	NHS England Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

NHS England provides a salary support contribution in support of the Public Health Practitioner – L6 Apprenticeship Support Offer programme. The support package is tapered over three years, with:

- 75% contribution of AFC middle of band 4 in Year 1
- 50% contribution of AFC middle of band 4 in Year 2
- 25% contribution of AFC middle of band 4 in Year 3

Read more on NHS Careers about the role of a [Public health practitioner](#).

Healthcare Science

Table 28: HCS Higher Specialist Scientific Training (HSST)

Commissioned	Yes
Tuition	NHS England Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	NHS England Fund
Other Costs	Not Applicable

The Higher Specialist Scientist Training (HSST) programme is a five-year programme available to registered and experienced clinical scientists who are interested in training to become a consultant clinical scientist. The work-based training programme is equivalent to the standards of training undertaken by postgraduate medical trainees and gives trainees the possibility of gaining Medical Royal College qualifications.

Eligibility

The programme is available for NHS services who are accredited by the National School of Healthcare Science (NSHCS) to deliver the HSST training. Potential candidates must be Health and Care Professions Council (HCPC) registered as a Clinical Scientist.

HCPC Clinical Scientist registration is an essential requirement. Applications are welcome from those in the process of gaining equivalence, however evidence that a portfolio for equivalence has been submitted will be required to be interviewed for the programme. It is the responsibility of the individual to follow the equivalence process and ensure that registration is achieved before the start date of the programme. Registration can be achieved using the following link: <https://www.hcpc-uk.org/registration/>.

It is important to note that HCPC registration takes some time and applicants are advised to allow a minimum of 6 months to complete the process.

Support available

The training allowance is applicable to Direct Entry and In-Service trainees and will be paid directly to the Trust organisation for each of the five years of training via the Trust's Education Contract.

All HEI tuition fees are paid directly to the relevant training provider by the Healthcare Science national commissioning function via national arrangements.

£13,796 per year per student is paid to the employer as a training grant.

Other relevant information

The training allowance is provided on the understanding that it can be used flexibly within the employing department to cover the costs of accessing the programme, or address the opportunity costs of training that would include as a minimum:

- Expenses, including travel and accommodation costs associated with required HEI attendance as part of the Doctor of Clinical Science (DClinSci)
- Costs of any additional learning that may be needed as part of the Doctor of Clinical Science (DClinSci)
- Research project costs
- Costs of cover to enable release of the individual undertaking HSST

By agreeing to support an individual to undertake the HSST programme, the employing or host department is committing to releasing the individual to access the required formal academic learning. This underpins the programme and supports them with time to undertake the required workplace research and learning.

It is expected that agreement would be reached between the employee/direct entry hosted HSST and their workplace on the level of support that will be available to them to complete their programme of study, prior to an individual commencing the programme. This agreement would be expected to recognise the changing requirements of the programme as it progresses.

NHS England reserves the right to audit the use of the training allowance, in addition to any local Education Contract monitoring, to ensure that it is being used solely to support the education and development of the individual undertaking the HSST programme and has been of benefit to that individual.

Read more on NHS Careers about roles in [Healthcare science](#).

Table 29: HCS Scientist Training Programme (STP)

Commissioned	Yes
Tuition	NHS England Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	NHS England Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund

The Scientist Training Programme (STP) is a national three-year training programme that includes work-based and academic learning. Whilst on the programme learners also complete a part-time master's degree at the university offering the specialism.

Eligibility

Funding is available to employers who have been accredited by the National School of Healthcare Science (NSHCS) to deliver the Scientist Training Programme.

Support available

All HEI tuition fees are paid directly to the relevant training provider by the Healthcare Science national commissioning function via national arrangements. An educational training support grant is available to all trainees to contribute to the travel and accommodation expenses that a trainee will incur as part of the academic component of the programme. Trainees can also utilise this funding to support other activities, which will enhance their learning, for example, attendance at conferences. Funding cannot be used to fund specific elective modules.

Other relevant information

Salary and educational training support grant will be paid to Trusts through the Education Contract. Trainees will be funded at 100 per cent of salary cost at AFC bottom of band 6 plus on costs for the duration of the three-year training programme.

Read more on NHS Careers about roles in [Healthcare science](#).

Table 30: HCS Echocardiography Training Programme (ETP)

Commissioned	Yes
Tuition	NHS England Fund
Clinical Placement	Not Applicable
Salary Support	NHS England Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund

The Echocardiography Training Programme (ETP) is a 18-month, full-time integrated training scheme to deliver the Academic and workplace training leading to both a post-graduate certificate in Echocardiography and Level 2 British Society of Echocardiography (BSE) Accreditation in Transthoracic Echo, building on successful elements of the STP including Echocardiography modules, accreditation of departments and support for trainees and training officers.

Trainees are required to complete a variety of competencies and assessments for each module within the workplace and these are recorded on an e-portfolio (Onefile). Simulator training, which can increase self-directed training time and accelerate hands-on clinical skills in Echocardiography, is supported on the course and the immersive, full-time, supernumerary nature of the role will enable suitably trained Echocardiographers to enter the workforce in a significantly shortened timescale compared to current training models.

Trainees are funded at 100 per cent of salary cost at AFC bottom of band 6 with additional financial support for tuition and other expenses.

Read more on NHS Careers about roles in [Healthcare science](#).

Shortened Midwifery

Table 31: Shortened Midwifery

Commissioned	Yes
Tuition	NHS England Fund
Clinical Placement	NHS England Fund
Salary Support	NHS England Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

- A consistent salary support offer for all trainees at the following rates (including on-costs):
 - £40,177 (national rate)
 - £42,250 (Fringe)
 - £46,393 (Outer London)
 - £48,464 (Inner London)
- A tuition fee contribution from NHS England per student per annum, pro rata for the length of the course.
- Funding for placement activity in line with the published tariff rate for clinical placement activity.

Students eligible for this funding will not be able to access the Learning Support Fund (LSF). Students who started before 2022 will continue to be funded at locally agreed prices. This funding offer is due for review in 2024 and may be subject to change.

Read more on NHS Careers about [Shortened midwifery](#).

Post Registration Nursing Roles / Community Specialist Practitioners

Overview

Community Specialist Practitioner demand is derived locally at system level within each region by NHS England working with service providers. Within the financial allocation available NHS England supports applications from organisations that demonstrate service need and the support necessary for learners to progress to qualification.

In the previous financial year (2023 - 2024), NHS England agreed to harmonise funding for a minimum salary support price of £36,767 across the below programmes. *Please note, for Practice Nursing, this is only applicable where salary support funding is already provided by regions.*

Table 32: District Nurses

Commissioned	Yes
Tuition	NHS England Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	NHS England Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund (Regionally Agreed)

Read more on NHS Careers about [District nursing](#).

Table 33: School Nursing

Commissioned	Yes
Tuition	NHS England Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	NHS England Fund (Regionally Agreed)
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund (Regionally Agreed)

Read more on NHS Careers about [School nursing](#).

Table 34: Sexual Health Nursing

Commissioned	Yes
Tuition	NHS England Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	NHS England Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

There is local variation in commission of this programme. Some regions choose to fund as a modular route through Continual Professional Development.

Read more on NHS Careers about [Public health nursing](#).

Table 35: Practice Nursing

Commissioned	Yes
Tuition	NHS England Fund
Clinical Placement	Not Applicable
Salary Support	NHS England Fund (Regionally Agreed)
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

Read more on NHS Careers about [Practice nursing](#).

Table 36: Health Visiting

Commissioned	Yes
Tuition	NHS England Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	NHS England Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund (Regionally Agreed)

Read more on NHS Careers about [Health visiting](#).

Table 37: Occupational Health Nursing

Commissioned	Yes
Tuition	NHS England Fund
Clinical Placement	Not Applicable
Salary Support	NHS England Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund (Regionally Agreed)

Read more on NHS Careers about [Occupational health nursing](#).

Advanced Roles

Table 38: Advanced Clinical Practitioner

Commissioned	Yes
Tuition	NHS England Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	NHS England Fund (Regionally Agreed)
Maintenance	Not Applicable
Training Grant	NHS England Fund (Regionally Agreed)
Other Costs	NHS England Fund (Regionally Agreed)

NHS England can offer the following programmes funding support (regionally agreed):

- Advanced Clinical Practitioner - Critical Care
- Advanced Clinical Practitioner - ePortfolio Route
- Advanced Clinical Practitioner - LD&A
- Advanced Clinical Practitioner - Mental Health
- Advanced Clinical Practitioner - MH Top Up
- Advanced Clinical Practitioner – Supervision
- Advanced Clinical Practitioner - Surgical Care
- Advanced Clinical Practitioner - Top Up
- Advanced Clinical Practitioner (High Priority Areas)
- Advanced Clinical Practitioner (Neo-nates)
- Advanced Clinical Practitioner - Midwifery

Read more on NHS Careers about the role of an [Advanced clinical practitioner](#).

Table 39: Anaesthesia Associates

Commissioned	Yes
Tuition	NHS England Fund
Clinical Placement	Not Applicable
Salary Support	NHS England Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund

NHS England will provide the following funding offer until April 2024 for up to a combined total of 185 students (by 2027/28) per year across NHS England regions:

- A consistent salary support offer for all students, of 100% in Year 1 and 50% in Year 2 at the following rates (including on-costs):
 - £46,604 (national rate)
 - £48,997 (Fringe)
 - £53,783 (Outer London)
 - £56,177 (Inner London)
- A tuition fee contribution from NHS England per student per annum.
- A contribution of up to £2,754 per student per annum, towards educational supervision.

This funding will be available to support students who start courses from 1st April 2022 up to 1st April 2024, including both existing AA programmes and new blended learning programmes (nationally commissioned).

The success of the approach and continued need for this level of funding will be reviewed prior to any decisions around funding beyond April 2024.

Requests for additional information and/or any questions relating to the funding offer should be directed to the student’s regional team.

Read more on NHS Careers about the role of an [Anaesthesia associate](#).

Additional Programmes

Table 40: Cytology

Commissioned	Yes
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund (Regionally Agreed)

Read more on NHS Careers about [Cytology](#).

Table 41: Cancer and Diagnostics - Clinical Endoscopy

Commissioned	Yes
Tuition	NHS England Fund
Clinical Placement	NHS England Fund (Nationally Agreed Price)
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	NHS England Fund - see below
Other Costs	NHS England Fund (Regionally Agreed)

A training grant of £15,606 per trainee is available for trainees successfully offered a place on the endoscopy programme.

NHS England also provides a £1,090 allocation to support placement costs.

NHS England can provide funding support for tuition costs and other costs (regionally agreed) as well.

Read more on NHS Careers about [Clinical endoscopy](#).

Table 42: Cancer – Care / Pathway Navigator Apprenticeship

Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	NHS England fund
Other Costs	Not Applicable

NHS England provides a training grant of £10,404.

Read more on the NHS website about the role of a [Pathway Navigator](#).

Table 43: Cancer – Chemotherapy Nurses

Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	NHS England fund
Other Costs	Not Applicable

NHS England provides a training grant of £1,561.

Read more on the NHS website about the role of a [Chemotherapy Nurse](#).

Table 44: Cancer – Nurse Specialist

Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	NHS England fund
Other Costs	Not Applicable

NHS England provides a training grant of £5,202.

Read more on the NHS website about the role of a [Cancer Nurse Specialist](#).

Table 45: Cancer and Diagnostics - Reporting Radiographer

Commissioned	Not Applicable
Tuition	NHS England Fund
Clinical Placement	NHS England Fund (Nationally Agreed Price)
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	NHS England Fund
Other Costs	Not Applicable

Participants for this programme must be an existing (senior) radiographer working in an NHS provider in England. NHS England provides funding for tuition and £9,383 for placement support. NHS England can also provide funding for a training grant of £14,953 to trainees.

Additional support funding may be made available to be used at the discretion of Regional Cancer Leads, in consultation with Postgraduate Deans, Clinical Radiology Heads of School and Cancer Alliances for, for example:

- Clinical mentorship from consultant radiologists and experienced reporting radiographers
- Multi-professional learning (reporting radiographers to learn alongside clinical radiology speciality trainees)
- Academy-style group / peer learning hubs
 - students / trainees from multiple sites learn together and from each other
 - protected learning environment – dedicated (trainee only) workstations
 - away from normal (busy) clinical service provision reporting sessions.

Read more on NHS Careers about [Radiography](#).

Table 46: Sonography

Commissioned	Yes
Tuition	NHS England Fund
Clinical Placement	Not Applicable
Salary Support	NHS England Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

Read more on NHS Careers about [Sonography](#).

Table 47: Physician Associates

Commissioned	Yes
Tuition	Not Applicable
Clinical Placement	NHS England Fund (Nationally Agreed Price)
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	NHS England Fund
Other Costs	NHS England Fund

In June 2017, a single, national funding model for Physician Associates was agreed. Funding is available to all NHS Commissioned services.

This is categorised as a postgraduate diploma two-year training programme in the finance model. Students are assumed to be on placement for 50% of the course in both years.

The finance model includes primary care and secondary activity separately:

- For secondary care placements, NHS England funds the placement costs at a rate consistent with the national tariff plus market forces factor (MFF)
- For primary care placements, NHS England funds a maximum of £7,336 plus MFF across both years (£3,668 per year) funding 510 hours on placement in a primary care setting.

NHS England funds a training grant of £5,306 across both years of the programme (£2,653 per year) to the student.

NHS England also funds a £5,000 incentive payment through a preceptorship model for each physician associate student employed in a primary care provider after completing education. This is paid to the primary care provider with the expectation that the employer will provide preceptorship support and supervision in return.

Read more on NHS Careers about the role of a [Physician associate](#).

Table 48: Trainee Nursing Associate (Apprenticeship)

Commissioned	Not Applicable - Apprenticeship
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	NHS England Fund
Other Costs	NHS England Fund (Regionally Agreed)

Trainee Nursing Associates (TNAs) can either:

- earn while they learn as part of an apprenticeship programme or
- apply direct to university.

NHS England provides financial support to both training routes.

The apprenticeship programme attracts a payment to the employer of £8,323 per TNA (paid as £4,162 per year for two years) or an enhanced payment of £16,438 (£8,219 per year for two years) for trainees who are working at least 50% of their practice time with people who have a Learning Disability, Autism, or both.

Table 49: Trainee Nursing Associate (Direct Entry)

Commissioned	Yes
Tuition	Not Applicable
Clinical Placement	NHS England Fund (Nationally Agreed Price)
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	NHS England Fund
Other Costs	NHS England Fund (Regionally Agreed)

The direct entry route attracts funding to support placement activity, which is currently paid in line with the clinical tariff rate set from the DHSC* and an additional £1,000 funding from NHS England for each starter. This is a one-off payment of £1,000 to each TNA to cover the entire 2-year programme. The trainees can use the funds to assist them, e.g., child care, travel costs, learning materials etc.

*Please note, the clinical placement funding for this programme is a nationally agreed rate funded by NHS England that aligns to the national tariff but is not currently part of the scope of tariff from DHSC.

Read more on NHS Careers about [Trainee nursing associates](#).

Table 50: General Practice Assistants (GPA)

Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England

NHS England provides funding of £3,603 to support students on this learning programme.

Read more on the NHS Careers about the role of a [General Practice Assistants](#).

Table 51: Return to Practice (RTP)

Commissioned	Yes
Tuition	NHS England Fund
Clinical Placement	NHS England Fund (Nationally Agreed Price)
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund (Regionally Agreed)

The national programme of RTP is run by NHS England. As part of the programme NHS England will provide funding for Nurses, Midwives, Health Visitors, Allied Health Professionals (AHPs) and Healthcare Scientists (HCSs) to support their Return to Practice process.

Any previously registered professional (Nursing and Midwifery Council / Health and Care Professions Council) who wishes to return to their profession and are unable to meet the re-admission criteria is eligible. AHPs and HCSs are not required to undertake a HEI-led programme but can access funding to undertake formal training elsewhere if preferred.

As of September 2023, the funding offered to RTP trainees has increased. NHS England will fund all tuition fees, with an additional £1,060 given as a student stipend as well as an additional £529 which will cover the placement fee to the organisation supporting the returner in practice. The total RTP package will be worth £3,000+, an increase from the previous package offered (NB – this does not include High-Cost Area Supplement (HCAS)), where the cost per returner is higher). Where a returner is employed and receiving AFC band 3 or band 4 salary, no stipend is available, and the employer placement fee will be £1,589 (£529 placement fee and stipend). Posts in London also attract the High-Cost Area Supplement (HCAS).

Furthermore, any employer supporting a midwife with an active registration to return to clinical practice will receive a £500 placement fee for each midwife undertaking the 'back to the floor' midwifery programme, to support induction/supernumerary costs. Please note, funding will be transferred to the Trust via the Education Contract, upon appointment of the midwife. Trusts are to notify the National Return to Practice Team so arrangements can be made to transfer the funding: returntopractice.wm@hee.nhs.uk

Nursing and Midwifery Council (NMC) Test of Competence

Funding is also available for returners who undertake the NMC test of competence course. If a returner has self-funded and returned to the NHS or NHS commissioned service, they can apply to NHS England for reimbursement via Selenity:

- Computer Based Test (CBT) - £83.00
- Objective Structured Clinical Examination (OSCE) - £794.00
- OSCE Resit - £397.00

Alternatively, if a returner is employed by the NHS or NHS commissioned service the employer can apply to be reimbursed for the cost of test and the employer support package, to a maximum of £2,000.

Health & Care Professions Council (HCPC) RTP

NHS England also run a programme to support former Health & Care Professions Council HCPC registrants to return to practice as they follow the regulators HCPC RtP [guidance](#). The NHS England HCPC return to practice programme is non-mandated. For those on the programme it provides support and guidance. Key to the process is that it is self-directed and managed with the returner following as they follow the HCPC guidance. The returner creates a pathway of evidence over a maximum of 24-months by updating skills and knowledge using a combination of either Supervised Practice, Formal and / or Private study. The programme has several assets to support this process created by NHS England. Funding is available up to £1,300 to support each returner. Providers / organisations supporting Supervised Practice can claim £500 and the returner can claim up to £800 to cover expenses they incur.

Read more on NHS Careers about [Return to practice](#).

Table 52: Diagnostic - Radiographer Apprenticeship

Commissioned	Yes
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	NHS England Fund
Other Costs	Not Applicable

NHS England offers some Radiographer Apprenticeship Courses where trainees can receive a training grant of £10,612.

Read more on NHS Careers about the role of a [Diagnostic radiographer](#).

Table 53: Therapeutic - Radiographer Apprenticeship

Commissioned	Yes
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	NHS England Fund
Other Costs	Not Applicable

NHS England offers some Radiographer Apprenticeship Courses where trainees can receive a training grant of £10,612.

Read more on NHS Careers about the role of a [Therapeutic radiographer](#).

Undergraduate Medical and Dental

Table 54: Undergraduate Medical Placements

Commissioned	Not Applicable
Tuition	NHS England Fund (via NHS BSA) in line with NHS Bursary Funding policy
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	NHS England Fund (via NHS BSA) Y5 and Y6 only
Training Grant	Not Applicable
Other Costs	NHS England Fund (Regionally Agreed)

NHS England funds the clinical placement element of the programme for up to three years of clinical placement activity (300%) which is the maximum funding available for Schools based on the Office for Students approved annual intake student numbers.

For Undergraduate Medical clinical placement activity in Secondary Care, the price is based on the DHSC Education and Training tariff price. For GP and other placement settings, the rate is based on historical local rates. From 1st September 2022, a harmonised national Undergraduate Medical tariff plus MFF was introduced across all placement settings, this replaced local historic rate and local out of tariff payments.

Further information can be found on [DHSC Education and Training tariff guidance](#).

Tuition (Bursary)

Medical students are entitled to financial support in Years 5 and 6. Further information can be found on [NHS bursaries](#).

For students on an accelerated four-year pre-registration course (for graduates with relevant prior learning) or an accelerated three-year pre-registration course (for graduates with relevant prior learning), further funding is offered in Years 2 – 4. Further information can be found on [NHS bursaries for accelerated courses](#).

Read more on NHS Careers about the role of a [Doctor](#).

Table 55: Undergraduate Dental Placements

Commissioned	Not Applicable
Tuition	NHS England Fund (via NHS BSA) in line with NHS Bursary Funding policy
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	NHS England Fund (via NHS BSA) Y5 and Y6 only
Training Grant	Not Applicable
Other Costs	NHS England Fund (Regionally Agreed)

The DHSC Education and Training tariff guidance identifies the direct costs involved in delivering education and training by the placement provider covered by the Dental Undergraduate tariff.

From 1st September 2022, a harmonised national Undergraduate Dental tariff plus MFF was introduced, this replaced local historic rate and local out of tariff payments. Further information can be found on [DHSC Education and Training tariff guidance](#).

Tuition (Bursary)

Dental students are entitled to financial support in Years 5 and 6. Further information can be found on [NHS bursaries](#).

For students on an accelerated four-year pre-registration course (for graduates with relevant prior learning) or an accelerated three-year pre-registration course (for graduates with relevant prior learning), further funding is offered in Years 2 – 4. Further information can be found on [NHS bursaries for accelerated courses](#).

Read more on NHS Careers about the role of a [Dentist](#).

Postgraduate Medical and Dental

The levels of funding for Medical and Dental postgraduate programmes paid by NHS England can be found in the following documents:

[Market Forces Factor](#)

The market forces factor (MFF) estimates the unavoidable cost differences between healthcare providers. It is used to adjust resource allocations in the NHS in proportion to these cost differences, so that patients are neither advantaged nor disadvantaged by the relative level of unavoidable costs in different parts of the country. NHS England and NHS Improvement calculate an individual MFF value for each NHS trust and foundation trust.

[DHSC National Tariff Prices](#)

The [DHSC Education and Training tariff guidance](#) defines the costs covered by the placement fee tariff.

[Pay and Conditions Circular \(M&D\) 5/2024 R: Pay award for doctors and dentists in training](#)

This circular informs the pay award for hospital medical and dental staff, doctors and dentists in public health, the community health service and salaried primary dental care (England)

Postgraduate Medical

This section covers all NHS England funded postgraduate medical education, other than those elements which are included within the Education Support budget, or which fall under the definition of Workforce Development.

More specifically this consists of:

- Costs directly related to trainee/post numbers (e.g., salary support, tariff payments)
- Other costs which, although indirectly related, do not precisely follow postgraduate doctor in training numbers

Postgraduate medical training costs are split into five main categories:

- Foundation
- Medical Specialty
- General Practice
- Public Health
- Fellows

Any changes to investment will be in line with NHS England decisions on the Multi-professional Education and Training Investment Plan (METIP) led by the Education Funding Reform team.

Doctors in postgraduate training spend their time on placements, working and delivering service in a range of clinical areas. These placements are generally of 4-6 months in length, increasing as training progresses to year long placements. Subject to satisfactory progress, trainees eventually receive their Certificate of Completion of Training (CCT) and at this point they are eligible to apply for a post as a consultant of GP.

Whilst on clinical placements, doctors in postgraduate training are generally employed and paid by the service provider for which they are working. However, lead employer arrangements exist in some areas such that the doctor in postgraduate training rotates between placements hosted by different service providers but remains with the same employer throughout their training programme. During training, doctors are also contributing to service and delivery and as such as part of the current workforce.

Placements will usually, but not exclusively, be in a hospital, community healthcare service or a GP practice. Doctors in postgraduate training on clinical placements spend time both in training and in providing service as part of the delivery of healthcare to patients. NHS England are responsible for funding education costs and payments covering this cost element are therefore made to the provider hosting the clinical placement. This is usually also the doctor in postgraduate training's employer but, where this is not the case the lead employer will need to recharge the doctor in postgraduate training's pay costs to the placement host NHS England will pay the placement provider a clinical placement fee and a salary support payment.

For placements in hospital and community healthcare services (HCHS), NHS England funds the training post rather than the actual number of doctors in postgraduate training. For placements in general practice, public health and other PVI sectors NHS England funds the actual number of trainees on placement.

For most postgraduate doctors in training the placement fee and salary support are based on the DHSC Education and Training tariffs. However, for some training placements the tariff does not apply, and these will be identified in this guidance.

The national tariff consists of salary support and a placement fee which is uplifted by the Market Forces Factor (MFF) at the rate published by NHS England for the placement provider concerned.

Non-tariff rates for placement and salary support

The postgraduate medical tariff for salary support and placement fee does not apply to the following training placements:

- Postgraduate dental trainees
- Placements in GP practices
- Placements in hospices
- Placements in Public Health
- National Institute of Health Research (NIHR) trainees
- Less-than Full-time (LTFT) trainees
- Trust-funded placements
- Nationally introduced one-cycle posts (for example any remaining Hewitt and Johnson posts), which remain out of tariff until the end of the individual's training cycle
- Out of programme experiences, where individuals temporarily step off the standard training programme
- Out of programme pause pilot, where individuals temporarily step off the standard training programme
- Doctors requiring additional support
- Ministry of Defence training posts.

For all 100% salary support programmes not covered by the DHSC Education and Training tariff, current NHS medical and dental or agenda for change pay scales apply.

Other costs

For some posts, additional costs are incurred such as providing additional support to doctors requiring additional support, LTFT training slot-share support, faculty development and excess travel and relocation costs.

Trainee study leave is now a separate tariff (£812 in 2023/24 plus MFF) and applies to DHSC national tariff funded training posts.

There are many other functions and related costs related to the quality assurance and programme management of postgraduate medical training that are undertaken by regional NHS England postgraduate medical teams under the authority of the Postgraduate Dean. The costs of these functions do not form part of the tariff placement fee and are funded by NHS England from the Education Support budget.

Further information

Please note that alongside NHS England funded postgraduate medical placements there are also placements funded by NHS trusts. NHS England has no direct financial commitments in relation to these placements.

Table 56: Postgraduate Medical - Foundation Level (eligible for DHSC Education and Training tariff)

Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	NHS England Fund (DHSC ET tariff)
Salary Support	NHS England Fund (This is a contribution to basic salary. See Annex A of the DHSC tariff guidance for exact figures).
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund

This is a two-year training programme undertaken after the successful completion of undergraduate medical training. The placements are mainly in a hospital and community healthcare service (HCHS) setting. NHS England funds a contribution to trainee basic salary and a clinical placement fee to the provider when the placement is within these HCHS settings.

NHS England funds the post WTE during the NHS financial year (and not the actual trainee in the post) at the national tariff rates set by the Department of Health and Social Care (DHSC) each year. The placement fee also attracts a Market Forces Factor (MFF) uplift to fairly fund geographical cost variation.

Some trainees require an extension before completing their training programme. Extensions should be funded in the same way as other placements.

Read more on NHS Careers about [Foundation training](#).

Table 57: Postgraduate Medical - Foundation Level (not eligible for DHSC Education and Training tariff)

Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	NHS England Fund (Regionally Agreed)
Salary Support	NHS England Fund (100% contribution to salary)
Maintenance	Not Applicable
Training Grant	NHS England Fund (GP practice only)
Other Costs	NHS England Fund (Regionally Agreed)

This is a two-year training programme undertaken after the successful completion of undergraduate medical training.

A small number of posts/placements are in general practice (GP), public health (PH) or private, independent and voluntary organisation (PIVO) settings. NHS England funds up to 100% of the basic salary and associated employer contribution costs to the employing organisation and in some cases a small placement fee to the provider agreed locally to cover extra costs. When trainees are placed in general practice NHS England funds a trainers grant and costs are based on trainee headcount at the current nationally agreed rate (£9,240 (2022/23 rate)). Further information can be found on the [gov.uk website](https://www.gov.uk).

NHS England costs are based on the post WTE during the NHS financial year at the current [NHS Employers Pay and Conditions Circular \(M&D\) 5/2024](#). Posts in London also attract the High-Cost Area Supplement (HCAS).

Read more on NHS Careers about [Foundation training](#).

Table 58: Postgraduate Medical - Specialist Level (eligible for DHSC Education and Training tariff)

Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	NHS England Fund (DHSC ET tariff)
Salary Support	NHS England Fund (This is a contribution to basic salary. See Annex A of the DHSC tariff guidance for exact figures).
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund

This category covers postgraduate medical training completed between CT/ST1 and ST8 level in various specialties.

For most postgraduate doctors in training the placement fee and salary support is based on the [DHSC Education and Training tariff guidance](#). The placements are mainly in a hospital and community healthcare service (HCHS) setting. NHS England funds a contribution to trainee basic salary and a clinical placement fee to the provider when the placement is within these HCHS settings.

NHS England funds the post WTE during the NHS financial year (and not the actual trainee in the post) at the national tariff rates set by the Department of Health and Social Care (DHSC) each year. The placement fee also attracts a Market Forces Factor (MFF) uplift to fairly fund geographical cost variation.

Some trainees require an extension before completing their training programme. Extensions should be funded in the same way as other placements.

Read more on NHS Careers about [Doctor roles](#).

Table 59: Postgraduate Medical - Specialist Level (not eligible for DHSC Education and Training tariff)

Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	NHS England Fund (Regionally Agreed)
Salary Support	NHS England Fund (100% contribution to salary)
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund (Regionally Agreed)

This category covers postgraduate medical specialist training programmes that take place in Private, Independent and Voluntary Organisations (PIVO).

For specialist level postgraduate medical training (CT/ST1 – ST8), this will in general apply to placements in a hospice.

NHS England funds up to 100% of the basic salary and associated employer contribution costs to the employing organisation and in some cases a small placement fee to the provider agreed locally to cover extra costs.

NHS England costs are based on the post WTE during the NHS financial year at the current [NHS Employers Pay and Conditions Circular \(M&D\) 5/2024](#). Posts in London also attract the High-Cost Area Supplement (HCAS).

Some trainees require an extension before completing their training programme. Extensions should be funded in the same way as other placements.

Read more on NHS Careers about [Doctor roles](#).

Table 60: Postgraduate Medical – GP including RTP (eligible for DHSC Education and Training tariff)

Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	NHS England Fund (DHSC ET tariff)
Salary Support	NHS England Fund (This is a contribution to basic salary. See Annex A of the DHSC tariff guidance for exact figures).
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund

This is a three-year run through training programme delivered in general practice, Hospital and Community Health Service (HCHS) providers and some private, independent, and voluntary organisations (e.g., hospices). Doctors on a general practice training programme will complete 12 months in HCHS placements and 24 months in GP practice placements.

When the trainees are placed in HCHS settings NHS England funds a contribution to trainee basic salary and a clinical placement fee to the provider as per the [DHSC Education and Training tariff guidance](#). NHS England funds the post WTE during the NHS financial year (and not the actual trainee in the post) at the national tariff rates set by the Department of Health and Social Care (DHSC) each year. The placement fee also attracts a Market Forces Factor (MFF) uplift to fairly fund geographical cost variation.

Some trainees require an extension before completing their training programme. Extensions should be funded in the same way as other placements.

Read more on NHS Careers about the role of a [General practitioner](#).

Table 61: Postgraduate Medical – GP including RTP (not eligible for DHSC Education and Training tariff)

Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	NHS England Fund (100% contribution to salary)
Maintenance	Not Applicable
Training Grant	NHS England Fund (Nationally Agreed Trainers Grant)
Other Costs	NHS England Fund (Regionally Agreed)

This is a three-year run through training programme delivered in general practice, Hospital and Community Health Service (HCHS) providers and some private, independent, and voluntary organisations (e.g., hospices). Doctors on a general practice training programme will complete 12 months in HCHS placements and 24 months in GP practice placements.

When doctors in postgraduate training are placed in general practice or PIVO placements, NHS England funds 100% of the basic salary and GP premia plus associated employer contributions.

NHS England costs are based on the post WTE during the NHS financial year at the current [NHS Employers Pay and Conditions Circular \(M&D\) 5/2024](#). Posts in London also attract the High-Cost Area Supplement (HCAS).

When doctors in postgraduate training are placed in general practice placements, NHS England funds a trainers grant and costs are based on trainee headcount at the current nationally agreed rate (£9,240 (2022/23 rate)). Further information can be found on the [gov.uk website](#).

Some trainees require an extension before completing their training programme. Extensions should be funded in the same way as other placements.

Read more on NHS Careers about the role of a [General practitioner](#).

Table 62: Postgraduate Medical – Public Health

Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	NHS England Fund (100% contribution to salary)
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund (Regionally Agreed)

This is a 5-year run-through training programme and can be undertaken by both medical doctors and those from professional backgrounds outside of medicine.

Public Health placements are not covered under the current [DHSC Education and Training tariff guidance](#). At present, funding is locally agreed within each NHS England region. This currently includes NHS England funding 100% of the salary costs of Public Health trainees. The amount provided by NHS England for salary support will be based on either the current [NHS Employers Pay and Conditions Circular \(M&D\) 5/2024](#) basic annual salary or the basic annual salary of the relevant Agenda for Change pay band of each Public Health trainee.

There are also local arrangements within each NHS England region for funding in some of the following areas:

- Study Leave (including Postgraduate Master’s in Public Health where applicable)
- Supervision Support (educational and academic)
- Faculty Development

A review is currently underway to identify potential future funding models for this specialty. Further updates will be provided within future editions of this guide as appropriate.

Some trainees require an extension before completing their training programme. Extensions should be funded in the same way as other placements.

Read more on NHS Careers about [Public health careers](#).

Table 63: Postgraduate Medical – Fellows

Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	NHS England Fund (Regionally Agreed)
Salary Support	NHS England Fund (Regionally Agreed)
Maintenance	Not Applicable
Training Grant	NHS England Fund (Regionally Agreed)
Other Costs	NHS England Fund (Regionally Agreed)

Fellowships in postgraduate medicine are short term appointments, usually for a period of 12 months, alongside a trainee’s standard training programme.

These are administered and funded via local arrangements within each NHS England region.

For more details, contact the NHS England region where the fellowship is taking place.

Left Than Full Time (LTFT)

Overview

New policy on LTFT was implemented from 1 April 2023 and applies to postgraduate medical placements that are eligible for the [DHSC Education and Training tariff guidance](#).

For postgraduate medical placements that are not eligible for this tariff, such as GP practice placements, Public Health placements and Private, Independent and Voluntary Organisation (PIVO) placements, current arrangements will remain in place, as the individual postgraduate medical trainee is funded, as opposed to the placement.

Further information can be found on [DHSC Education and Training tariff guidance](#).

Postgraduate Dental

This section covers all NHS England funded postgraduate dental education, other than those elements which are included within Education Support.

This consists of:

- Costs directly related to trainee numbers (e.g., salary support)
- Other costs which, although indirectly related, do not precisely follow trainee numbers.

The end point of Postgraduate Dental (PGD) training is to become a general dental practitioner (some of whom have enhanced skills), a primary care-based specialist practitioner, a community dentist or a hospital-based consultant. For the purposes of the costing and financial planning, NHS England considers each stage from foundation year to the end period of specialist training as separate entities.

Most Postgraduate Dental trainees undertake dental foundation training (DFT) to be eligible to practice in the NHS as a General Dental Practitioner (GDP). These trainees spend their DFT on clinical placement in a primary care dental practice for 1 year. Approximately half then move into posts in General Dental Practice at the conclusion of DFT. The others complete dental core training (1, 2 or 3 years) to either gain more experience or prepare for undertaking specialist training.

A small number of trainees progress into Dental Specialty Registrar (StR) posts and progress through the various levels of training to eventually receive their Certificate of Completion of Specialty Training (CCST), at which point, in most specialties, they are eligible to apply for a post as a consultant. In orthodontics and paediatric dentistry, a period of post-CCST training is required prior to taking up a consultant post.

NHS England will pay the placement provider a clinical placement fee (NHS England regionally agreed) and a 'salary support' payment.

Dental trainees are currently out of scope of the current DHSC Education and Training tariff guidance.

Other Training Support Costs – Postgraduate Dental

In addition to provider salary support and placement NHS England also funds:

- a training post top-up or supernumerary post for trainees working less than full time (NHS England regionally agreed)
- remedial training or supernumerary posts and support for trainees requiring additional support

- trainee excess travel and relocation costs when on placement a significant distance away from their base training location
- faculty development costs for projects and initiatives to improve the learning environment for trainees and develop/innovate training delivery
- other trainee support costs not covered by local placement tariffs, including:
 - Use of training and simulation facilities
 - Tutor and lecturer costs
 - NHS England delivered/organised training events (non-tariff funded trainees)
 - Study leave for non-tariff funded trainees
 - Postgraduate Masters education
 - Induction costs
 - Lead employer costs
 - Trainee academic support including examination training
 - Trainee travel/accommodation costs
- other trainer support costs not covered by local placement tariffs such as:
 - Trainer Continual Professional Development
 - Train the trainer costs
 - Education supervision payments

All the above costs are based on NHS England regional current contractual arrangements.

Some trainees are part of an Academic Training Programme and are funded by the National Institute of Healthcare Research (NIHR).

There are many other functions and related costs related to the quality assurance and programme management of postgraduate dental training that are undertaken by local NHS England postgraduate dental teams under the authority of the Regional Postgraduate Dental Dean. The costs of these functions do not form part of the tariff placement fee.

Further information

Please note that alongside NHS England funded PGD placements, there are also placements funded by NHS Trusts. NHS England has no direct financial commitments in relation to these placements.

Read more on NHS Careers about [Postgraduate Dentistry](#).

Table 64: Postgraduate Dental Foundation Training (DFT)

Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	NHS England Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund

The placement fee and salary support payment are funded in accordance with guidance from the [Primary Dental Services Statements of Financial Entitlements \(Amendments\) Directions 2023](#). Payments consist of salary support for the trainee, a grant to the trainer (£11,700 (2023/24 price)) and a contribution to service costs incurred when hosting a trainee (£64,164 (2023/24 price)).

Read here for further information on [Foundation Dentist \(FD\) training payments](#).

Table 65: Postgraduate Dental - Specialist Level

Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	NHS England Fund (Regionally Agreed)
Salary Support	NHS England Fund (Regionally Agreed)
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund

This includes Dental Core Training which is a one-year programme but can be extended up to a maximum of three years. Trainees are recruited through competitive selection at each year and trainees can exit to become a dentist at the end of each year or can move onto specialty training from the end of year 2. Dental Specialty Training is available in several specialties (3-5 years dependant on specialty) including dental public health for up to four years.

Dental trainees are outside the scope of the DHSC Medical Postgraduate tariff. The 2014/15 guidance suggested local offices (at the time) may wish to negotiate local prices for exclusions based on national tariffs. This has resulted in varying prices across NHS England.

Posts that are funded in line with national tariff, will be budgeted on this basis.

Where posts are based on local tariffs and trainee basic salary costs are 100% funded, model costs will be based on the current [NHS Employers Pay and Conditions Circular \(M&D\) 5/2024](#). This includes dental public health training posts. Any placement funding will be based on local agreements. London includes a weighting cost of £2,162.

For the dental core and specialty training programmes above, in addition to provider salary support and placement/trainer grants, NHS England also funds other costs such as LTFT, remedial training, trainee support and trainer support costs (please see Postgraduate Medical Training section above).

Non-commissioned Programmes Supported by NHS England Funding

This section covers all clinical pre-registration programmes which attract tariff from DHSC. [DHSC Education and Training tariff guidance](#) defines the costs covered by the placement fee tariff.

Table 66: HCS Practitioner Training Programme (PTP)

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund (Regionally Agreed)

The Healthcare Science Practitioner Training Programme (PTP) is an undergraduate training scheme. It includes work-based and academic learning inclusive of a three-year undergraduate Bachelor of Science degree (BSc Hons). All programmes are accredited by the National School for Health Care Sciences (NSHCS).

The courses require students to have 50 weeks of placement within the NHS over the three-year degree programme. The programme attracts the clinical placement Education and Training tariff from NHS England in line with national guidance.

Read more on NHS Careers about roles in [Healthcare science](#).

Table 67: Paramedic: BSc Direct Entry Degree

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Learning Support Fund
Training Grant	Not Applicable
Other Costs	Not Applicable

The BSc Direct Entry Degree route tuition fees may be supported through the Student Loan Company if they meet the eligibility criteria. A clinical placement tariff is paid by NHS England to support clinical placements for paramedic education.

Read more on NHS Careers about the role of a [Paramedic](#).

Table 68: Undergraduate Pharmacy (MPharm degree)

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

From 1 September 2022, Undergraduate Pharmacy was included into the scope of clinical tariff.

Read more on NHS Careers about the role of a [Pharmacist](#).

Pre-Registration Nursing

Table 69: Adult Nurse

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Learning Support Fund
Training Grant	Not Applicable
Other Costs	Self-Fund

Read more on NHS Careers about the role of a [Adult nurse](#).

Table 70: Children’s Nurse

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Learning Support Fund
Training Grant	Not Applicable
Other Costs	Self-Fund

Read more on NHS Careers about the role of a [Children’s nurse](#).

Table 71: Learning Disabilities Nurse

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Learning Support Fund
Training Grant	Not Applicable
Other Costs	Self-Fund

Read more on NHS Careers about the role of a [Learning disabilities nurse](#).

Table 72: Mental Health Nurse

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Learning Support Fund
Training Grant	Not Applicable
Other Costs	Self-Fund

Read more on NHS Careers about the role of a [Mental health nurse](#).

Table 73: Dual Qualification Nursing

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Self-Fund

Read more on NHS Careers about [Dual qualification nursing](#).

Pre-Registration Midwifery

Table 74: Midwifery

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Learning Support Fund
Training Grant	Not Applicable
Other Costs	Self-Fund

Read more on NHS Careers about [Midwifery](#).

Pre-Registration: Allied Health Professionals

Table 75: Dietician

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Learning Support Fund
Training Grant	Not Applicable
Other Costs	Not Applicable

Read more on NHS Careers about the role of a [Dietician](#).

Table 76: Occupational Therapist

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Learning Support Fund
Training Grant	Not Applicable
Other Costs	Not Applicable

Read more on NHS Careers about the role of an [Occupational therapist](#).

Table 77: Operating Department Practitioner

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Learning Support Fund
Training Grant	Not Applicable
Other Costs	Not Applicable

Read more on NHS Careers about the role of an [Operating department practitioner](#).

Table 78: Physiotherapist

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Learning Support Fund
Training Grant	Not Applicable
Other Costs	Not Applicable

Read more on NHS Careers about the role of a [Physiotherapist](#).

Table 79: Podiatrist

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Learning Support Fund
Training Grant	Not Applicable
Other Costs	Not Applicable

Read more on NHS Careers about the role of a [Podiatrist](#).

Table 80: Speech and Language Therapist

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Learning Support Fund
Training Grant	Not Applicable
Other Costs	Not Applicable

Read more on NHS Careers about the role of a [Speech and language therapist](#).

Table 81: Orthoptist

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Learning Support Fund
Training Grant	Not Applicable
Other Costs	Not Applicable

Read more on NHS Careers about the role of an [Orthoptist](#).

Table 82: Orthotists/Prosthetists

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Learning Support Fund
Training Grant	Not Applicable
Other Costs	Not Applicable

Read more on NHS Careers about the role of an [Orthotist/Prosthetist](#).

Dental Hygienists and Dental Therapists

Table 83: Dental Hygienist

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Learning Support Fund
Training Grant	Not Applicable
Other Costs	Not Applicable

Dental Hygienists are funded at the clinical tariff rate for all placement activity.

Read more on NHS Careers about the role of a [Dental hygienist](#).

Table 84: Dental Therapist

Commissioned	No
Tuition	Self-Fund
Clinical Placement	NHS England Fund
Salary Support	Not Applicable
Maintenance	Learning Support Fund
Training Grant	Not Applicable
Other Costs	Not Applicable

Dental Therapists are funded at the clinical tariff rate for all placement activity.

Read more on NHS Careers about the role of a [Dental therapist](#).

Dental Nurses and Dental Technicians

Table 85: Dental Nurse

Commissioned	Not Applicable - Apprenticeship
Tuition	NHS England Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	NHS England Fund (Regionally Agreed)
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund (Regionally Agreed)

From 1st September 2020, the Dental Nurse programme transferred to an apprenticeship model. While transitioning to this model, some regional agreements for funding may still be in place.

Read more on NHS Careers about the role of a [Dental nurse](#).

Table 86: Dental Technician

Commissioned	Not Applicable - Apprenticeship
Tuition	NHS England Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	NHS England Fund (Regionally Agreed)
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	NHS England Fund (Regionally Agreed)

From 1st September 2020, the Dental Technician programme transferred to an apprenticeship model. While transitioning to this model, some regional agreements for funding may still be in place.

Read more on NHS Careers about the role of a [Dental technician](#).

Section 3: Appendices

Appendix A: Glossary of Terms

Clinical Placement Fee

A payment made to a placement provider as a mechanism of support for the supervision and practice education of a student undertaking a healthcare programme.

Education Support

Education Support is a 'Programme Cost' and refers to the functions undertaken by NHS England and the associated costs incurred to deliver and assure the quality and operation of specific education and training programmes. This includes recruitment, selection, assessment, and confirmation that standards leading to completion of any programme have been met.

Framework 15

NHS England has collaborated with partners and stakeholders to gain a better understanding of the challenges with a 15-year view into the future. The strategic framework is primarily intended to set out the vision for the next 15 years and provides a conceptual framework for the future and a guide to inform the investment and disinvestment decisions by those tasked within NHS England on planning, educating and training the future workforce.

Future Workforce

Activities which directly result in students/trainees gaining a recognised healthcare qualification. The scope includes UG training to gain initial registration, PG training to enable work in a recognised profession (e.g., nurse training to be a health visitor) and PG training of medical and dental professionals.

High-Cost Area Supplement (HCAS)

The High-Cost Area Supplement, also referred to as London Weighting, is a payment made to employees who work in London and the surrounding areas. The allowance is divided into 3 levels: Inner, Outer and Fringe.

NHS England Mandate

The mandate is based on the shared priorities of the Government, NHS England, and NHS Improvement for improving health services. The mandate sets out key deliverables for the NHS, as well as sets out the government's strategic objectives for NHS England to provide healthcare workforce planning, education, and training.

Interim NHS People Plan

The NHS Interim People Plan focuses on the challenges that are specific to the health service workforce and is split into five themes: making the NHS the best place to work, improving leadership culture, tackling the nursing challenge, delivering 21st century care and a new operating model for workforce. The plan focusses and identifies the immediate actions the NHS workforce needs to deliver for immediate action.

Market Forces Factor

The market forces factor (MFF) estimates the unavoidable cost differences between healthcare providers. It is used to adjust resource allocations in the NHS in proportion to these cost differences, so that patients are neither advantaged nor disadvantaged by the relative level of unavoidable costs in various parts of the country. NHS England and NHS Improvement calculate an individual MFF value for each NHS trust and foundation trust.

Where a placement provider doesn't have an agreed MFF payment index, NHS England has calculated regional MFF indices that will support payments.

Table 87: Regional MFF payment indices for 2024 - 2025

Region	MFF indices for 2024 - 2025
London	1.1657
East of England	1.0630
Midlands	1.0341
North East and Yorkshire	1.0248
North West	1.0347
South East	1.0791
South West	1.0372
National	1.0634

NHS Education Funding Agreement

The NHS Education Funding Agreement, previously known as the NHS Education Contract, is the contractual mechanism by which NHS England entrusts all Education Providers to undertake non-competitive healthcare education and training activities in England. All activities listed in the NHS Education Funding Guide deemed non-competitive can be served under the framework established under this contract.

NHS Long Term Workforce Plan

Health and care leaders have developed a Long-Term Workforce Plan to make the NHS fit for the future, and to get the most value for patients from taxpayers' investment. The plan has been drawn by frontline health and care staff, patient groups and other experts. This

sets out the key priorities that local NHS organisations and their partners work with to improve services.

[Pay and Conditions Circular \(M&D\) 5/2024 R: Pay award for doctors and dentists in training](#)

This circular informs the pay award for hospital medical and dental staff, doctors and dentists in public health, the community health service and salaried primary dental care (England).

Pre-registration / Post-registration

The term ‘pre-registration’ in relation to education describes programmes that a student in the United Kingdom undertakes to acquire the competencies needed to meet the criteria for becoming a registered healthcare professional. These competencies are defined in standards which are set by the relevant professional bodies in their role as professional regulator.

Post-registration refers to additional training a health professional can undertake to upskill and gain competencies beyond those required for registration.

Salary Support

A payment to an employer to recognise the cost incurred to backfill a trainee whilst they are unable to contribute to service and to support their education and training. This is needed because the employer incurs costs when hosting a trainee, including, in some cases, the costs of paying for backfill while an employee undertakes training.

Self-Fund

This is where a student funds a programme independently and includes student loans which are repaid by the individual.

Student Maintenance Loan

Students receive funding for the day-to-day expenses and these funds are directly sent into the student bank account. The amount distributed is dependent on several factors which can

include where students are studying, household income and whether there are other dependents in your household.

Tariff

The national tariff covers the pricing of healthcare services provided for the purposes of the NHS. Subject to NHS England, this covers all forms of NHS healthcare provided to individuals, whether relating to physical or mental health and whether commissioned by clinical commissioning groups (CCGs) or local authorities acting on behalf of NHS commissioners under partnership arrangements.

Training Grant

A payment to a student, trainee or organisation hosting the student to provide financial support for the duration of their training.

Tuition Fees

This payment is made to the course provider or Higher Education Institute (HEI) directly to covers the full cost of the tuition related to the programme and does not need to be repaid.

Section 4: Appendices

Appendix B: Acknowledgements

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