

# **NHS Education Funding Guide**

## **2020 – 2021 Financial Year**



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# Section 1: Introduction, Background and Purpose of the HEE National Funding Guide

## Introduction

### Structure of Funding Guide

The funding guide is structured into three main sections:

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

### Purpose of the NHS Education Funding Guide

This NHS Education Funding Guide describes 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 2020 – 2021 financial year. This will be revised and republished no less than annually and will accompany the Department of Health and Social Care's Education & Training Tariff guidance, also published annually.

This NHS Education Funding Guide sets out the programmes currently being supported by HEE at a national level and identifies where there is currently local variation. An annual programme of work to review any unnecessary variation in local funding will be led by the HEE Education Funding team in line with the HEE funding strategy.

Key notes of the NHS Education Funding Guide:

- This Funding Guide will be revised annually, following expert review within HEE and across stakeholders as part of an Education Funding process and after consideration at the Integrated Investment and Planning Forum.
- The information included in this guide is provided in good faith and is as accurate as possible at the time of publication.
- Feedback should be submitted by email to: [educationfunding@hee.nhs.uk](mailto:educationfunding@hee.nhs.uk) or in writing to: Education Funding, Health Education England, 1<sup>st</sup> Floor, Blenheim House, Duncombe Street, Leeds, LS1 4PL

### Covid-19 Impact

Since March 2020, HEE has been providing national leadership and support across education for the coronavirus pandemic. This period has been highly disruptive to students and education providers and we have approached our involvement as an enabler to influence policy and impact. We have applied a consistent and transparent approach where programmes have been impacted due to the pandemic and have worked closely with education providers to understand their response and plans.

Through this work and the impact known, new costs have been presented which HEE are reviewing with the relevant government departments. These include costs for extended

occupational health assessments, Personal Protective Equipment (PPE) and social distancing measures which are required for placements. We are also aware of possible additional costs relating to the extension of programmes which have been delayed, unable to continue or have had placements ceased.

Discussions are ongoing as to the additional funding requirements for these, and other, additional pressures however HEE are committed to ensuring we understand the impact and issues to sustain the future workforce supply to the NHS.

We are extremely grateful for the hard work which has supported the coronavirus response and the ongoing work required to recover education programmes.

## Background

### Health Education England (HEE) Statutory Responsibility

HEE's long-term investment in education must be aligned to this goal, whatever the short-term pressures, to ensure there is the NHS workforce of tomorrow. Changes in the provision and landscape of education and training are prompting HEE to review funding activity to ensure its decisions and its processes remain robust and responsive to these challenges.

HEE has an annual budget in excess of £4.2b and needs to ensure value for money to the public. Achieving this depends on deploying our funding effectively at a strategic level, signalling clearly how this will work in both long and short term, and ensuring our planning, commissioning, contract management and reporting align at both national and regional level. Due to the market-led nature of most health care professional education, HEE needs to have a transparent market engagement and workforce supply strategy supported by an annual planning process to utilise, lead and enable the national and local NHS systems to effectively use their funding levers. This includes clear roles, responsibilities and relationships vertically and horizontally through the system of NHS organisations and funded services.

Although HEE no longer commissions the majority of student places directly with Higher Education Institutes (HEIs), within the healthcare system in England it has both direct and indirect levers to influence the shape of workforce supply. Training numbers depend on alignment of workforce demand, educational capacity, clinical placement capacity and appetite of the student market and this varies according to geography. HEE has direct levers in relation to the clinical placement capacity and indirect levers in relation to the student labour market and educational capacity.

The NHS Long Term Plan and the NHS Interim People Plan promise to introduce new workforce demands for existing training models and training capacity. To meet this challenge, HEE needs to be sure it is maximising its existing investment and be sure what return it is achieving on this if it is to make informed investment decisions in the future. It also needs to be clear about how its investment flows across the system, and to gain this clarity, must work with colleagues in NHS England & Improvement, the wider NHS community and partners to question the way funds are currently spent. Only by collecting evidence, holding collaborative debate and being open to honest challenge can it make transparent and connected decisions about future funding.

## Principles of NHS Education Funding

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.

HEE is committed to demystifying education funding and providing transparency. By ensuring the funding of education is transparent we support 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.

We know that more openness about education funding will expose some historic inconsistencies across our regions and professions. We will work to address these inconsistencies collaboratively and progress towards the harmonisation of local rates and funding methodologies. Through this work we can ensure value for money of the 'education pound' to support delivery of our future NHS workforce.

## What does HEE Fund?

Through its Future Workforce funding stream HEE 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 HCS 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 including Health Visitors)
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 develop those already in the workforce so that they can take on further identified roles, such as:
  - a. Post-registration programmes which do not lead to recorded or registered qualifications or 'protected titles' but which support specialist practice (e.g. District Nursing, Advanced Practitioners)
  - b. Specific programmes for new roles for which regulatory arrangements have yet to be clarified (e.g. Physician Associates)

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

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

## What does HEE funding pay for?

The main elements of funding that are provided through HEE are as follows:

- Tuition fees (HEE nationally agreed or regional prices)
- Clinical placement costs (DHSC tariff or non-tariff)
- Salary support (full or partial)
- Student Support (regionally agreed bursaries and allowances)
- Other costs, examples of which are:
  - Direct funding of tutor costs for a specific profession, e.g. pharmacy, psychology (usually paid direct to one NHS Trust)
  - Student/Trainee Travel – either fixed amount or actual costs recharge
  - Uniforms
  - Disclosure and Barring Service (DBS) Checks

Not all of these funds are provided to each profession.

### Tuition

In most cases tuition fees are self-funded by the student through student loans company. Any tuition rates paid are currently HEE national or regionally agreed.

### Placement Fee

The national placement tariff is set by the Department of Health and Social Care (Section 3). Placement costs will be uplifted by a regional average. Payments to placement providers are uplifted by the Market Forces Factor (MFF) in all cases.

### Salary Support

Any salary support rates paid are currently HEE national or regionally agreed. In some cases HEE works with another NHS body to fund salary support, for example NHS England.

### Bursary

No national bursaries are available to students/trainees on the HEE commissioned programmes. Regional bursary and allowances may have historical agreements in place.

### Other Costs

In some cases, other costs may be supported by HEE e.g. Libraries, infrastructure costs, residential fees, student travel costs. This varies by region and will be based on current local contractual arrangements.

## Need for Investment

Health Education 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 at their time of need, and HEE works closely with professional bodies, regulators and education providers to ensure a consistent supply of professionals, matching the future patient and NHS service requirements.

## Integrated Investment and Planning

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

HEE takes an approach for investment which matches the system needs to the prioritisation and planning process. Whilst being a national arm's length body, our 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 HEE developments to support transparency of funding

#### Education Funding Reviews

As a funder of quality education and training, HEE has a duty to make the best use of public funding. To support this, it has created a process called Education Funding Reviews to review the funding provided by HEE to support the education and training of healthcare professions. The reviews are part of a cycle of continuous activity and part of HEE's intention to increase the transparency and accountability of its funding decisions. They account for HEE's contribution, the processes HEE is using to provide this, and what other partners in the system are providing in support.

Decisions on HEE's funding offer or funding processes will be informed by data, intelligence and insight; and will be arrived at in conjunction with the profession and those who employ them. The reviews do not look at financial issues in isolation and - among many other issues - take into consideration the vulnerability of future supply, the market for providing training, the training model used, and the arrangements and complexity of the training pathway. By reviewing and then providing formal assurance of the HEE funding contribution, HEE is providing funding security for the medium and long term in support of workforce and financial planning.

The reviews will also lead to a greater understanding of HEE's financial levers for influencing the development of the workforce, how HEE can use these to influence the development of the workforce as required by service and patients (including the NHS Long Term Plan and the Interim People Plan), and the impact of any further investment in the future workforce. These reviews help determine the most appropriate financial contribution to the training and education of specific roles and assure HEE that funding decisions are supplying the required number of quality professionals while providing value for the public investment. The overriding aims of the Reviews is to ensure HEE's funding approaches support and align with other funding streams to secure the sustainable supply of the required future workforce into the medium and long term.

Each review uses an eight-stage process that includes establishing a clinically led Working Group to consider all options for funding and make recommendations to HEE. Each Working Group will include representation from trainers, employers, professional bodies, and HEE and NHS England clinical leads.

The Working Groups will recommend an education funding model for a professional role that will:

- represent value for money for HEE and taxpayers;
- enable a consistent nationwide approach;
- promote sustainability of supply at current levels; and
- be open and transparent.

### **Integrated Care System (ICS) 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 System (ICS), a new type of even closer collaboration. In an integrated care system, 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.

More information on Integrated Care Systems please visit:

<https://www.england.nhs.uk/integratedcare/integrated-care-systems/>

The ICS Education Funding Statement shows the total of HEE monies that flow into the ICS system and the corresponding activity. ICS Education Funding Statements will be first issued to ICSs in 2020/21 and will be updated annually.

The aim of the ICS Education Funding Statement is to support the leadership of an ICS to have more influence over educational investment locally and support the delivery of their workforce strategies by raising awareness of the current education and training investment in that geography from HEE. This will stimulate the ability of ICS's to work collaboratively with HEE 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 HEE education and training resources and enable the ICS 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 ICS 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 ICS's strategic intentions and stimulate the desire to act on that information.

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

- Increase the transparency of HEE's educational funding flows into every ICS;
- Enable ICSs to shape 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 ICS; 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 ICS 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 ICS level;
- Enable HEE's 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. We 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 two main categories, commissioned and non-commissioned education and training programmes, of which HEE has oversight.

### Programmes Commissioned by HEE

These are programmes where HEE commissions and funds education and training. Numbers of commissions are based on workforce planning and analysis, local demand, capacity and capability to train, and national priority areas. Clinical placements may also be funded for these courses on behalf of Department of Health and Social Care (DHSC).

### Non-Commissioned Programmes Supported by HEE Funding

These are programmes which HEE supports, for example by funding clinical placements on behalf of 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.

## Programmes Commissioned by HEE

### Paramedic Programmes

#### Paramedic: BSc Direct Entry Degree

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	Self-Fund	HEE Fund	N/A	Learning Support Fund	N/A	None

#### Notes:

The BSc Direct Entry route tuition fees are supported through the Student Loan Company. A non-medical placement tariff is paid to support clinical placements used for paramedic education and onwards at the rate of approximately £2,000 pa, pro rata.

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/roles-allied-health-professions/paramedic>

## Pharmacy Training: Post-Registration (Pharmacists and Pharmacy Technicians)

Development programmes are available for pharmacists and pharmacy technicians to support post-registration development at foundation, specialist/sector-specific, advanced and consultant (pharmacist) level practice. Funding may be available through the [pharmacy professionals national programmes offer](#), [CPPE](#) or local arrangement available as negotiated.

*Clinical Pharmaceutical Science (Direct entry candidates or existing Pharmacists and Pharmacy Technicians may apply through Scientist Training Programme – see Healthcare Science)*

### Pharmacist Pre-Registration year

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	HEE Fund	N/A	N/A	N/A

#### Notes:

**Pre-Registration Trainee Pharmacists** A General Pharmaceutical Council ([GPhC](#)) [approved training scheme](#) comprising a pre-registration training placement: under the supervision of a tutor for at least 52 weeks in an approved training site, and preparation for a registration assessment. HEE will pay full course fees to the training provider for PRPs whilst on programme, which are a year in length.

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/pharmacy/roles-pharmacy/pharmacist>

### Pharmacy Technician

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	HEE Fund	N/A	N/A	Discretionary

#### Notes:

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

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/pharmacy/roles-pharmacy/pharmacy-technician>

## Mental Health: Improving Access to Psychological Therapies (IAPT)

### Adult IAPT

To support the plans in the NHS Long Term Plan and the ambitions of the Five year Forward View for Mental Health. HEE supports the education and training for the Adult IAPT workforce to meet the expansion targets and maintain the existing for the Psychological Wellbeing Practitioner (PWP) and Hi Intensity (HiT) workforce.

HEE, NHS England and NHS Improvement (NHSE/I) work in partnership to the support the training places made available. Education commissioning for Adult IAPT training is managed through HEE regional Mental Health leads.

**Children and Young People’s (CYP) IAPT**

In order to meet the workforce expansion targets for CYPMH services outlined in the Five Year Forward View for Mental Health and HEE’s Stepping Forward roadmap HEE has received funding from NHSE to provide CYP IAPT and CYP Wellbeing Practitioner (CYP WP) training programmes. These training programmes are provided by CYP MH collaboratives, which in most cases are led by universities and include engagement with services.

**IAPT: Psychological Wellbeing Practitioner (PWP) (Low intensity)**

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	HEE Fund 60%	N/A	N/A	N/A

**Notes:**

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

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

HEE 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 IAPT service.

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/psychological-therapies/roles/psychological-wellbeing-practitioner>

**IAPT: Psychological Wellbeing Practitioner (High Intensity)**

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	HEE Fund 60%	N/A	N/A	N/A

**Notes:**

The High Intensity (HiT) courses commissioned by HEE are accredited by the British Association for Behavioural & Cognitive Psychotherapies (BABCP).

HiT training places are supported by HEE aligned to the national training model where the tuition fees directly paid to the education provider delivering the HiT course. The level of salary support will be provided at NHS AFC payscale at the starting point of Band 6 plus on-costs.

HEE 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 IAPT service.

**Long Term Conditions**

Supporting the expansion of the IAPT services HEE provide the Long-Term Conditions modules to support people with mental health problems and 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 – HiT
- Long Term Conditions Top-up – non-cognitive behavioural therapy (CBT)

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

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/psychological-therapies/roles/high-intensity-therapist>

### IAPT: Other Modalities

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	Discretionary HEE Fund	N/A	N/A	N/A	N/A	HEE Fund

#### Notes:

#### IAPT Modalities

The follow IAPT modalities will be supported by HEE:

- Counselling for Depression (CfD)\*
- Couple Therapy for Depression (CTfD)\*
- Behavioural Couples Therapy (BCT)\*
- Extended Dynamic Interpersonal Therapy (e-DIT)\*
- Interpersonal Psychotherapy (IPT)\*
- Mindfulness Based Cognitive Therapy (MBCT)\*
- Trauma-Focused CBT Top-up Training (TF-CBT)\*

*\*also provided would be the associated supervisor provision*

- IAPT Supervisor Training – PWP
- IAPT Supervisor Training – High Intensity

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

### Children and Young People (CYP) IAPT

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	HEE Fund	N/A	N/A	HEE Fund

#### Notes:

Training is commissioned and monitored by regional CYP MH leads. The HEE national MH team has bid for funding to support the commissioning of CYP IAPT and CYPWPs in 2020/21 and is awaiting the outcome of this in order to confirm commissions with regions and their respective HEIs. Currently, funding for CYP IAPT training programmes has been allocated to individual CCGs by NHSE.

Funding for new staff to access the training continues to be provided nationally (pending confirmation of funding bid, as outlined above). HEE provides funding for salary support (AfC band 6 plus 25% on-costs) for the duration of the 12-month training period, in addition to tuition-costs and support and challenge funding.

### Children and Young People (CYP) Wellbeing Practitioner

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	HEE Fund	N/A	N/A	HEE Fund

**Notes:**

CYP WPs: this training equips 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. HEE provides funding for salary support (AfC band 4 plus 25% on-costs) for the duration of the 12-month training period, in addition to tuition-costs and placement support funding.

The above training programmes both require an element of supervision to support the trainee practitioners to refine and consolidate their learning and practical skills. Funding is also available to support supervision tuition-costs. Supervision training is provided by each of the HEIs linked with the CYP MH collaboratives.

### Education Mental Health Practitioner

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	HEE Fund	N/A	N/A	HEE Fund

**Notes:**

HEE 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.

HEE 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 by NHSE to HEE national team and is then sent to HEE regions based on activity, to be distributed to HEIs and services as required. Funding is provided to cover tuition, salary support (AFC band 4 plus 25% on-costs) and placement support. Tuition-costs are also provided for supervision training.

Funding for implementation of MHSTs is confirmed as part of the NHS Long Term Plan until 2023/24

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/psychological-therapies/roles-psychological-therapies/education-mental-health-practitioner>

## Adult Mental Health

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	N/A	N/A	N/A	N/A

### Notes:

Psychological therapies for people with severe mental health problems (PT-SMHP) are a key part of the new integrated community offer for adults, as set out in the Long-Term Plan.

HEE and NHSE/I are working in partnership to support and commission the education and training provision below:

- 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)
- MANTRA

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

## ***Mental Health: Clinical Psychology & Child Psychotherapy***

### Clinical Psychologist

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	HEE Fund	HEE Fund	N/A	N/A	Discretionary

### Notes:

HEE continues to commission programmes for Clinical Psychologists. A funding review took place in 2019 resulting in the agreement that from September 2020:

- Trainees will be funded at 100 per cent of salary cost at AFC band 6
- Travel and accommodation-costs necessary to support trainees will also be met.

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/psychological-therapies/roles/clinical-psychologist>

## Child and Adolescent Psychotherapist

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	HEE Fund	HEE Fund	N/A	N/A	Discretionary

### Notes:

How the direct costs are paid is currently managed in several different ways including directly to employing trusts, to a host trust that employs the trainees on behalf of others and to a central trust that disburses funding to others. A funding review commenced in 2019 concluding that from September 2020, funding for CAPS would be:

- 100% of a trainee's salary for the duration of the individual's four-year training programme
- Travel funded in accordance with Agenda for Change terms and conditions
- An analytic fee, to allow for a choice of acceptable quality trainee psychoanalysis
- A clinical training fee, to be paid by HEE to the training school
- And for HEE to provide equitable funding for a part-time training option.

## Healthcare Science

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/healthcare-science>

### HCS Higher Specialist Scientific Training (HSST)

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	HEE Fund	N/A	HEE Fund	HEE Fund

#### Notes:

The Higher Specialist Scientist Training (HSST) is a five-year programme available to registered and experienced clinical scientists who may be interested in training to become a consultant clinical scientist. The work-based training programme is equivalent to the standards of training undertaken by medical postgraduate 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 NSHCS to deliver the HSST training. Potential candidates must be HCPC statutory registered as a Clinical Scientist.

#### 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 5 years of training via the Trust's LDA quarterly schedule payments. All HEI Tuition Fees are paid directly to the relevant training provider by the Healthcare Science national commissioning function via national arrangements.

£13,000 per year per student is paid 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 out with the Doctor of Clinical Science (DClinSci) including travel and accommodation
- Research project costs
- Costs of cover to enable release of the individual undertaking HSST

In agreeing to support an individual to undertake the HSST programme, the employing or host department is committing to releasing the individual to access the formal academic learning that underpins the programme and to support 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.

HEE reserves the right to audit the use of the training allowance, in addition to any local LDA 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.



HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	HEE Fund	N/A	N/A	HEE Fund

### Notes:

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 NHS services who have been accredited by the National School of Healthcare Science 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 however, also utilise this funding to support other activities, that will enhance their learning, for example, attendance at conferences. Funding cannot be utilised to fund specific elective modules.

### Local Variation

There is considerable local variation for in-service payments. This is currently an area being reviewed as part of the programme of Education Funding Reviews.

### Other relevant information

Salary and educational training support grant will be paid to Trusts through their LDA quarterly schedule payments.

## HCS Practitioner Training Programme (PTP)

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	N/A	HEE Fund	N/A	N/A	N/A	HEE Fund (Local variation)

### Notes:

The Healthcare Science Practitioner Training Programme (PTP) is an undergraduate training scheme that 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).

### Support available

The courses require students to have 50 weeks of placement within the NHS over the three-year degree programme. The programme attracts a non-medical education and training tariff from Health Education England.

## Dental Nurses & Technicians

### Dental Nurses

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	Discretionary	N/A	N/A	Discretionary

**Notes:**

Dental Nurse training is not currently commissioned across all HEE regions. Where it is commissioned these are legacy arrangements which will complete this financial year. From Sept 2020 programmes will no longer be commissioned and will move to an apprenticeship model.

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/dental-team/roles-dental-team/dental-nurse>

### Dental Technicians

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	HEE Fund	N/A	N/A	Discretionary

**Notes:**

Dental Technician training is not currently commissioned across all HEE regions. Where it is commissioned these are legacy arrangements which will complete this financial year. From Sept 2020 the programmes will no longer be commissioned and will move to an apprenticeship model.

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/dental-team/roles-dental-team/dental-techniciandental-technologist>

## Post Registration Nursing Roles / Community Specialist Practitioners

### Overview

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

Funding currently varies across HEE regions. However, in the current financial year (2020/21) HEE is working towards the harmonisation of local rates and funding methodology and implementation of a single funding model for Community Specialist Practitioner.

### District Nurses

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	HEE Fund (Local variation)	N/A	N/A	Discretionary

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/district-nurse>

### School Nursing

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	HEE Fund (Local variation)	N/A	N/A	Discretionary

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/public-health/roles-public-health/school-nurse>

### Sexual Health Nursing

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund (Local variation)	N/A	HEE Fund	N/A	N/A	N/A

#### Notes:

There is local variation in commission of this programme. In some regions it is funded as a modular route through Continual Professional Development.

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/public-health/roles-public-health/public-health-nurse>

### Practice Nursing

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	Local variation	N/A	N/A	N/A

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/general-practice-nurse>

### Health Visiting

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	HEE Fund	N/A	N/A	Discretionary

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/public-health/roles-public-health/health-visitor>

### Occupational Health Nursing

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	Discretionary	N/A	N/A	Discretionary

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/public-health/roles-public-health/occupational-health-nurse>

## Advanced Roles

### Advanced Nurse Practitioner

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	HEE Fund	HEE Fund	N/A	N/A	HEE Fund

**Notes:** <https://www.hee.nhs.uk/our-work/advanced-clinical-practice>

Some funding may be discretionary by region.

### Advanced Clinical Practitioner

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	Discretionary	N/A	N/A	Discretionary

**Notes:** <https://www.hee.nhs.uk/our-work/advanced-clinical-practice>

### Physician Associates

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	N/A	HEE Fund	N/A	N/A	HEE Fund	HEE Fund

**Notes:**

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 PG diploma two-year training programme in the finance model. Trainees 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, HEE funds the placement costs at DHSC national tariff plus market forces factor (MFF) per year;
- For primary care placements, HEE funds £6,516 plus MFF across both years (£3,258 per year) funding 510 hours on placement in a primary care setting.

HEE funds a training grant of £5,000 across both years of the programme (£2,500 per year) to the student.

HEE also funds a £5,000 incentive payment through a preceptorship model for each physician associate trainee 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.

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/medical-associate-professions/roles-medical-associate-professions/physician-associate>

## Additional Programmes

### Cytology

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	N/A	N/A	N/A	N/A	N/A	N/A

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/healthcare-science/roles-healthcare-science/life-sciences/cytopathology>

### Return to Practice (RTP)

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	N/A	HEE Fund	N/A	N/A	N/A	Discretionary

#### Notes:

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

Any previously registered professional (NMC / HCPC) who wishes to return to their profession and meets the re-admission criteria. AHPs and HCSs are not required to undertake a HEI-led programme but can access funding to undertake formal training elsewhere if preferred.

HEE will fund all course fees, with an additional £500 of financial support for each learner on the programme. HEE will also fund a £500 placement fee to the organisation supporting the returner in practice.

Employer-led RTP posts are advertised on NHS Jobs, the returner will receive a Band 3 salary for 6 months while studying. For these returners, no stipend is available. The placement tariff is £1000.

NHS Careers: <https://www.hee.nhs.uk/our-work/return-practice>

### Sonographer Post Registration

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	HEE Fund	N/A	N/A	N/A

### Reporting Radiographer Training

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund	N/A	HEE Fund	N/A	N/A	N/A

#### Notes:

Participants for this programme must be an existing (senior) radiographers working in an NHS provider in England. Funding available includes:

Training Grant Per Year

- Up to £14,372 (equivalent to 50% AHP Band 6 for 9 months) per participant.
- Course fees (up to £3500), per participant, for a Society of Radiography approved M level training programme (e.g. up to 60 credits, Postgraduate Certificate or Postgraduate Diploma)

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 & from each other;
  - protected learning environment – dedicated (trainee only) workstations;
  - away from normal (busy) clinical service provision reporting sessions.

### Trainee Nursing Associate

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	N/A	Yes	N/A	N/A	Yes	Discretionary

#### Notes:

There are 2 funding streams for the full programme, delivered via the apprentice route:

- **Standard offer:** The present funding per Trainee Nursing Associate is £3,200 per programme, this is to support the trainees in the practice setting. We also fund an additional £4,000 one off payment, paid at the beginning of the programme to the employer of £4,000. This is to be used for Nursing workforce development.
- **Learning Disabilities offer:** For those trainees who will be based for at least 50% of the programme in a Learning Disabilities setting we offer funding of £7,900 per annum. This can be used from salary support.

Funding is paid directly to the employer, either via the Learning and Development Agreement (LAD) or via invoice as appropriate.

NB. For those applicants who have prior learning which means they can undertake an accelerated programme; funding will be paid on a pro-rata basis.

#### Self-funded route

Course fees will be paid by trainees via the student loan system. HEE will also fund £3,200 per trainee per programme to support placements. details of who will receive this funding to be confirmed.

**For more information see:** <https://hee.nhs.uk/our-work/nursing-associates>

## Clinical Endoscopy

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	Yes	N/A	N/A	N/A	Yes	Yes

### Notes

A training grant of up to £15,000 per trainee is available for trainees successfully offered a place on the 30-week upper or lower GI endoscopy programme.

A training grant of up to £25,000 per trainee is available for trainees successfully offered a place on the pilot 40-week Progression to Colonoscopy programme.

<https://www.hee.nhs.uk/our-work/endoscopy/clinical-endoscopist-training-programme>



## Undergraduate Medical and Dental

### Undergraduate Medical Placements

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Placements	HEE Fund Y5&6 only	HEE Fund	N/A	HEE Fund Y5&6 only	N/A	Discretionary

#### Notes:

HEE receives an allocation from the DHSC to fund the clinical placement element of the programme up to 3 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.

Health Education England allocates the national tariff for UGM placements in Secondary Care (NHS Trusts) and historical local rates for GP and Other clinical placement categories. In addition, medical students in the 5<sup>th</sup> (and 6<sup>th</sup> if applicable) year of study have their tuition fee funded by HEE via the National Student Bursary Unit direct to Medical Schools (Universities).

#### UG Medical tariff price

For UG Medical clinical placement activity in Secondary Care, the price is based on the DHSC National Education and Training tariff price. For GP and Other placement settings, the rate is based on historical Local rates.

The DHSC 2019/20 national Education and Training tariff guidance identifies the direct costs involved in delivering education and training by the placement provider covered by tariff.

In addition to clinical placement funding, HEE historically has allocated discretionary funding to Medical Schools to support for example, the quality assurance of undergraduate medical education

#### Tuition (National Bursary)

Medical students are entitled to financial support in Years 5 and 6. For example a medical student in final year of a five-year course with no dependents qualifying for means tested basic allowance only will be entitled to the following:

Bursary – means tested	£2,465
Bursary - non means tested	£1,000
Tuition Fees	£9,250

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/doctors/training-doctor>

## Undergraduate Dental (BDS) Placements

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	HEE Fund Y5&6 only	HEE Fund	N/A	HEE Fund Y5&6 only	N/A	Discretionary

### Notes:

Health Education England funds the clinical placement activity.

### Clinical Placements

The original tariff for undergraduate dental placements was established in 2006/07. The national rate at that time was set at:

- £25,000 per WTE student
- London £29,600 including London Weighting Allowance of £4,600

Since that time, different parts of the country may have moved away from the original rates set and are funding clinical placements based on local agreements.

The Undergraduate dental funding also includes the Medical for Dental element of clinical teaching when students are placed in general medical and surgical clinical settings.

HEE's 20/21 Financial Plan was based on local office (at the time) reported activity and prices in the 2019/20 final model.

Discussions on the introduction of a new national tariff for UG dental are ongoing.

### Tuition (Bursary)

Dental students are entitled to financial support in Years 5 and 6. For example a dental student in final year of a five-year course with no dependents qualifying for means tested basic allowance only will be entitled to the following:

Bursary - non means tested	£1,000
Tuition Fees	£9,250

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/dental-team/roles-dental-team/dentist>

## Postgraduate Medical and Dental

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

### DHSC National Tariff Prices

The DHSC's **Education & Training Tariffs: Tariff guidance and prices for the 2020-21 financial year** defines the costs covered by the placement fee tariff. The current Education & Training Tariffs can be found here:

<https://www.gov.uk/government/publications/healthcare-education-and-training-tariff-2020-to-2021>

### Pay and Conditions Circular (M&D) 1/2020 R1: Pay award for doctors and dentists in training

This circular informs employers of the pay arrangements applicable from 1 April 2020 for doctors and dentists in training employed on national medical and dental terms and conditions of service.

It details national salaries, fees and allowances referred to in this section of the Guide.

<https://www.nhsemployers.org/case-studies-and-resources/2020/03/pay-and-conditions-circular>

### 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.

[https://improvement.nhs.uk/documents/4995/1920\\_Guide\\_to\\_MFF.pdf](https://improvement.nhs.uk/documents/4995/1920_Guide_to_MFF.pdf)

## Postgraduate Medical

This section covers all HEE funded postgraduate medical education, other than those elements which are included within Education Support, 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 trainee numbers

Postgraduate medical training costs are split into five main categories:

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

Any change to investment will be in line with HEE decisions based on the annual medical investment planning process led by the National Workforce Directorate.

Doctors in 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 posts. 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 or GP.

Whilst on clinical placements, trainees 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 trainee rotates between placements hosted by different service providers but remains with the same employer throughout their training. During training, doctors are also contributing to service delivery and, as such, are part of the current workforce.

Placements will usually, but not exclusively, be in a hospital, community healthcare service or a GP practice. Trainees on clinical placements spend time both in training and in providing service as part of the delivery of healthcare to patients. HEE 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 trainee's employer but, where this is not the case, the lead employer will need to recharge the trainee's pay costs to the placement host. Health Education England will pay the placement provider a clinical placement fee and a 'trainee salary support' payment.

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

For the majority of postgraduate doctors in training the placement fee and salary support is based on the standard national tariffs (see the links at the start of this section). However, for some training placements the tariff does not apply and these will be identified in the text.

The education-costs of most medical trainees whilst placed in hospital or community healthcare service (HCHS) settings are funded at the Postgraduate Medical Tariff rates introduced in April 2014.

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

### Non-Tariff Rates for Placement and Salary Support

The postgraduate medical tariff for salary support and placement fee is not applicable to the following trainee placements:

- Dental trainees
- Placements in GP practices (although hospital placements for GP specialist registrars are covered by the tariff as described above)
- Placements in public health
- Placements in hospices
- National Institute of Health Research (NIHR) trainees
- Less than Full Time (LTFT) trainees
- Nationally introduced one-cycle posts (such as 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
- Doctors in training who require additional support Ministry of Defence training posts

Please note National Institute for Health Research (NIHR) trainees and Ministry of Defence training posts are not funded by the DHSC HEE allocation.

For all 100% salary supported programmes not covered by the DHSC National Tariff, current NHS Medical & Dental and Agenda for Change pay scales apply.

### Other costs

For some posts additional costs are incurred, such as providing additional support to 'Doctors in Difficulty', LTFT training slot-share support, additional trainee support including faculty development and excess travel and relocations costs and additional trainer support costs.

Trainee study leave is now a separate tariff (currently £734 plus market forces factor) 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 local HEE postgraduate medical teams under the authority of the Postgraduate Medical Dean. The costs of these functions do not form part of the tariff placement fee and are funded by HEE from within the Education Support budget.

## Postgraduate Medical - Foundation Level

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	N/A	HEE Fund	HEE Fund	N/A	HEE Fund	HEE Fund

### Notes:

This is a two-year training programme. The posts/placements are mainly in a hospital and community healthcare service (HCHS) setting. HEE funds a contribution to trainee basic salary and associated employer contribution-costs and a clinical placement fee to the provider.

HEE 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.

A small number of posts/placements are in general practice (GP) and public health (PH) settings. HEE 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.

HEE costs are based on the post WTE during the NHS financial year at the current *NHS Employers Pay and Conditions Circular (M&D) 2/2019* basic annual salary. Posts in London also attract the London weighting uplift.

<https://www.nhsemployers.org/case-studies-and-resources/2020/01/pay-and-conditions-circular>

When trainees are placed in general practice HEE also funds a trainer grant and costs are based on trainee headcount at the current nationally agreed rate (£8,345) uplifted by an estimated next year pay award (2.5%) giving 20/21 rate of £8,559.

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/doctors/training-doctor/foundation-training>

## Postgraduate Medical - Specialist Level

### Notes:

This is a two-year training programme. The posts/placements are mainly in a hospital and community healthcare service (HCHS) setting. HEE funds a contribution to trainee basic salary and associated employer contribution-costs and a clinical placement fee to the provider.

HEE 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.

A small number of posts/placements are in general practice (GP) and public health (PH) settings. HEE 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.

HEE costs are based on the post WTE during the NHS financial year at the current *NHS Employers Pay and Conditions Circular (M&D) 2/2019* basic annual salary. Posts in London also attract the London weighting uplift.

<https://www.nhsemployers.org/case-studies-and-resources/2020/01/pay-and-conditions-circular>

When trainees are placed in general practice HEE also funds a trainer grant and costs are based on trainee headcount at the current nationally agreed rate (£8,345) uplifted by an estimated next year pay award (2.5%) giving 20/21 rate of £8,559.

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/doctors/training-doctor/foundation-training>

## Postgraduate Medical - Specialist Level

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	N/A	HEE Fund	HEE Fund	N/A	N/A	HEE Fund

### Notes:

For the majority of postgraduate doctors in training the placement fee and salary support is based on the standard national tariffs (see the links at the start of this section).

A small number of posts/placements are in hospices and shortage specialties and attract locally agreed tariffs. HEE 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 costs such as trainee travel and study leave. HEE costs are based on the post WTE during the NHS financial year at the current *NHS Employers Pay and Conditions Circular (M&D) 2/2019* basic annual salary. Posts in London also attract the London weighting uplift.

<https://www.nhsemployers.org/case-studies-and-resources/2020/01/pay-and-conditions-circular>

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/doctors/training-doctor/medical-specialty-training>

## Postgraduate Medical – GP including RTP

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	N/A	HEE Fund	HEE Fund	N/A	HEE Fund	HEE Fund

### Notes:

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). Training programmes vary across regions. Some trainees start in hospital posts and some in general practice.

The trainees are 100% salary supported for basic salary and GP premia plus associated employer contributions. HEE costs are based on the post WTE during the NHS financial year at the current *NHS Employers Pay and Conditions Circular (M&D) 2/2019* basic annual salary: Posts in London also attract the London weighting uplift.

<https://www.nhsemployers.org/case-studies-and-resources/2020/01/pay-and-conditions-circular>

When trainees are placed in general practice HEE also funds a trainer grant and costs are based on post headcount at the current nationally agreed rate (£8,350) uplifted by an estimated next year pay award (Sep model=2.5%) giving a 20/21 rate of £8,559.

When the trainees are placed in Hospital and Community Health Service (HCHS) settings HEE funds a contribution to trainee basic salary and associated employer contribution-costs and a clinical placement fee to the provider.

The training posts can support all years of the GP training programme and are therefore funded at an average rate.

A small number of posts/placements are in hospices and hospital shortage specialties where posts attract locally agreed tariffs. HEE 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 costs such as trainee travel and study leave. HEE costs are based on the post WTE during the NHS financial year at the current *NHS Employers Medical and Dental Pay and Conditions circular (M&D) 2/2019*. Posts in London also attract the London weighting uplift.

Some trainees require an extension before completing their training programme. From 31 January 2018 the available extension to training for GP trainees has been increased to 12 months additional training with a further 6 months exceptional training.

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/doctors/roles-doctors/general-practice-gp>

## Postgraduate Dental

This section covers all HEE 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 to trainee numbers

The end point of postgraduate dental training is 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 we consider each stage from foundation year to the end period of specialist training as separate entities.

The majority of Postgraduate Dental trainees undertake a dental foundation programme year (DF) in order to be eligible to practice in the NHS as a General Dental Practitioner (GDP). These trainees spend their DF year on clinical placement in a primary care dental practice and approximately half then move into posts in General Dental Practice at the conclusion of their DF year. 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 the majority of 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.

Health Education England will pay the placement provider a clinical placement fee and a 'salary support' payment.

Dental trainees are currently excluded from the tariff regime implemented in 2014/15 for post-graduate medical trainees.

### Other Training Support Costs

In addition to provider salary support and placement HEE also funds:

- a training post top-up or supernumerary post for trainees working less than full time
- 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 and this now has its own training subcategory and includes:

Use of training and simulation facilities	Induction-costs
Tutor and lecturer costs	Lead employer costs
HEE delivered/organised training events (non-tariff funded trainees)	Trainee academic support including examination training
Study leave for non-tariff funded trainees	Trainee travel/accommodation-costs
Postgraduate Masters education	Libraries (local contracts)

*NB Trainee indemnity insurance currently excluded awaiting confirmation of new contract from national team*

- other trainer support costs not covered by local placement tariffs and include:
  - Trainer Continual Professional Development
  - Train the trainer costs
  - Education supervision payments

All of the above costs are based on HEE 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 HEE postgraduate dental teams under the authority of the Postgraduate Dental Dean. The costs of these functions do not form part of the tariff placement fee.

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/dental-team/roles-dental-team/dentist/entry-requirements-and-training-dentistry#Postgraduate%20dental%20training>



### Postgraduate Dental - Foundation Level

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	N/A	N/A	HEE Fund	N/A	N/A	HEE Fund

**Notes:**

The placement fee and salary support payment are funded in accordance with guidance from the UK Committee of Postgraduate Dental Deans and Directors (COPDEND). Payments consist of salary support for the trainee paid at the current NHS Employers Pay and Conditions Circular (M&D) 2/2019 basic annual salary, a grant to the trainer (£9,960) and a contribution to service costs incurred when hosting a trainee (£64,164). However, the total payment is reduced by an estimate of the related patient charge revenue received by the practice. This can range from 8 – 21% depending on the region. In 2019/20 total HEE funding costs ranged from £91,399 to £106,792 per post with an average price of £98,623. Estimated 2020/21 funding will be broadly similar.

### Postgraduate Dental - Specialist Level

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
Yes	N/A	N/A	HEE Fund	N/A	HEE Fund	HEE Fund

**Notes:**

This includes Dental core training which is a one-year programme but can be extended up to a maximum of 3 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 4 years.

The education-costs of dental trainees placed in secondary care have historically been funded on a similar basis to those of medical trainees, but only medical trainees are included in the DHSC Postgraduate Medical Tariff guidance, as implemented on 1 April 2014. 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 HEE.

Posts are funded based on DHSC national tariffs costs.

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) 2/2019. 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, HEE 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 HEE Funding

This section covers all non-medical pre-registration programmes which attract tariff from DHSC. DHSC's **Education & Training Tariffs: Tariff guidance and prices for the 2020-21 financial year** defines the costs covered by the placement fee tariff. The current Education & Training Tariffs can be found here:

<https://www.gov.uk/government/publications/healthcare-education-and-training-tariff-2020-to-2021>

### Pre-Registration Nursing

#### Adult Nurse

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
No	Self-Fund	HEE Fund	N/A	Learning Support Fund	N/A	Self-Fund

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/adult-nurse>

#### Children's Nurse

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
No	Self-Fund	HEE Fund	N/A	Learning Support Fund	N/A	Self-Fund

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/childrens-nurse>

#### Learning Disabilities Nurse

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
No	Self-Fund	HEE Fund	N/A	Learning Support Fund	N/A	Self-Fund

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/learning-disability-nurse>

#### Mental Health Nurse

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
No	Self-Fund	HEE Fund	N/A	Learning Support Fund	N/A	Self-Fund

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/mental-health-nurse>

## Pre-Registration Midwifery

### Midwifery

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
No	Self-Fund	HEE Fund	N/A	Learning Support Fund	N/A	Self-Fund

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/midwifery/roles-midwifery/midwife>

## Pre-Registration: Allied Health Professionals

### Dietician

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
No	Self-Fund	HEE Fund	N/A	Learning Support Fund	N/A	None

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/roles-allied-health-professions/dietitian>

### Occupational Therapist

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
No	Self-Fund	HEE Fund	N/A	Learning Support Fund	N/A	None

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/roles-allied-health-professions/occupational-therapist>

### Operating Dept. Practitioner

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
No	Self-Fund	HEE Fund	Learning Support Fund	Learning Support Fund	N/A	None

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/roles-allied-health-professions/operating-department-practitioner>

### Physiotherapist

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs

No	Self-Fund	HEE Fund	N/A	Learning Support Fund	N/A	None
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**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/roles-allied-health-professions/physiotherapist>

## Podiatrist

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
No	Self-Fund	HEE Fund	N/A	Learning Support Fund	N/A	None

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/roles-allied-health-professions/podiatrist>

## Speech & Language Therapist

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
No	Self-Fund	HEE Fund	N/A	Learning Support Fund	N/A	None

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/roles-allied-health-professions/speech-and-language-therapist>

## Radiographer (Diagnostic)

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
No	Self-Fund	HEE Fund	N/A	Learning Support Fund	N/A	None

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/roles-allied-health-professions/diagnostic-radiographer>

## Radiographer (Therapeutic)

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
No	Self-Fund	HEE Fund	N/A	Learning Support Fund	N/A	None

**NHS Careers:** <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/roles-allied-health-professions/therapeutic-radiographer>

## Orthoptist

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
No	Self-Fund	No	N/A	Learning Support Fund	N/A	None

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/roles-allied-health-professions/orthoptist>

## Orthotists/Prosthetists

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
No	Self-Fund	No	N/A	Learning Support Fund	N/A	None

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/roles-allied-health-professions/prosthetistorthotist>

## Dental Hygienist

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
No	Self-Fund	No	N/A	Learning Support Fund	N/A	None

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/dental-team/roles-dental-team/dental-hygienist>

## Dental Therapy

HEE Commissioned	Tuition	Clinical Placement	Salary Support	Maintenance	Training Grant	Other Costs
No	Self-Fund	No	N/A	Learning Support Fund	N/A	None

NHS Careers: <https://www.healthcareers.nhs.uk/explore-roles/dental-team/roles-dental-team/dental-therapist>

## 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 HEE and the associated costs incurred to deliver and assure the quality and operation of specific education and training programmes, including recruitment, selection, assessment and confirmation that standards leading to completion of any programme have been met.

#### **Framework 15**

Health Education England (HEE) has worked with their 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 provide a conceptual framework for the future and a guide to inform the investment and disinvestment decisions by those tasked within HEE on planning, educating and training the future workforce.

[https://www.hee.nhs.uk/sites/default/files/documents/HEE\\_strategic\\_framework\\_2017\\_1.pdf](https://www.hee.nhs.uk/sites/default/files/documents/HEE_strategic_framework_2017_1.pdf)

#### **HEE Mandate**

The mandate is based on the shared priorities of the Government, HEE and NHS England/NHS Improvement for improving health services. The mandate sets out key deliverables for 2019/20, as well as setting out the longer-term themes to which these actions will contribute.

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/815411/hee-mandate-2019-to-2020.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/815411/hee-mandate-2019-to-2020.pdf)

#### **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 on the immediate actions the NHS workforce need to deliver and immediate action.

[https://www.longtermplan.nhs.uk/wp-content/uploads/2019/05/Interim-NHS-People-Plan\\_June2019.pdf](https://www.longtermplan.nhs.uk/wp-content/uploads/2019/05/Interim-NHS-People-Plan_June2019.pdf)

#### **Learning and development agreement (LDA)**

The Learning and Development Agreement (LDA) is a local contractual arrangement between HEE and an NHS Trust which lists all education, training and learning activity funded by HEE. It establishes a framework for the delivery of practice learning and teaching to support workforce development.

#### **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.

[https://improvement.nhs.uk/documents/4995/1920\\_Guide\\_to\\_MFF.pdf](https://improvement.nhs.uk/documents/4995/1920_Guide_to_MFF.pdf)

### **NHS Long Term Plan**

Health and care leaders have developed a Long-Term 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 work with their partners to improve services.

<https://www.longtermplan.nhs.uk/wp-content/uploads/2019/08/nhs-long-term-plan-version-1.2.pdf>

### **Pay and Conditions Circular (M&D) 1/2020 R1: Pay award for doctors and dentists in training**

This circular informs employers of the pay arrangements applicable from 1 April 2020 for doctors and dentists in training employed on national medical and dental terms and conditions of service.

<https://www.nhsemployers.org/case-studies-and-resources/2020/03/pay-and-conditions-circular>

### **Pre-registration/Post-registration**

The term 'pre-registration' in relation to education describes programmes that a student in the United Kingdom undertakes in order to acquire the competencies needed to meet the criteria for registration as 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 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 what we explain below, 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), NHS England or local authorities acting on behalf of NHS commissioners under partnership arrangements.

<https://www.gov.uk/government/publications/healthcare-education-and-training-tariff-2020-to-2021>

### **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 directly to covers the full cost of the tuition related to the programme and does not need to be repaid.

## Workforce Development Funding

Workforce Development refers to investment in the transformation of the current NHS workforce to meet the mandate requirements of HEE and the local transformation programmes of employers. It is through Workforce Development that HEE is able to invest in improving the quality of support staff.

Workforce Development investment gives providers the 'training headroom' to make the changes to staff roles and prevent a training and development 'backlog' that may obstruct service transformation.

The timeframe and 'return on investment' impact of Workforce Development is generally shorter than Future Workforce. The training covers a wider range of programmes and the mix often reflects the priorities of the local employers and delivering the HEE mandate to ensure existing healthcare staff have the skills needed to deliver transformed services.

### How can Workforce Development Funding be used?

Tuition	Clinical Placement Fee	Salary Support	Bursary Maintenance Allowance	Other costs
Yes	No	No	No	Yes

There is no national tariff. Rates are agreed and controlled locally according to the programme being delivered. Local rates reflect local tender exercises or benchmarking.



## Appendix B: Acknowledgements

### Editorial Panel

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