

NHS Education Funding Guide: 2022 – 2023 Financial Year



Contents

Section 1: Introduction, Background and Purpose of the NHS Education Funding Guide.....	3
Introduction.....	3
Purpose.....	3
Structure of Funding Guide.....	3
Background.....	4
Health Education England - Statutory Responsibility.....	4
Principles of NHS Education Funding.....	5
What does HEE fund?.....	5
What does HEE funding pay for?.....	6
Need for Investment.....	8
Integrated Investment and Planning.....	8
Further HEE developments to support transparency of funding.....	9
Integrated Care System (ICS) Funding Statement.....	9
Section 2: Commissioned and Non-commissioned Clinical Education and Training Programmes.....	11
Programmes Commissioned by HEE.....	12
Paramedic Programmes Paramedic: Conversion Apprenticeship Programme.....	12
Pharmacy Training: Pre-Registration and Post- Registration.....	13
Mental Health: Improving Access to Psychological Therapies (IAPT).....	14
Mental Health: Clinical Psychology and Child Psychotherapy.....	20
Public Health.....	21
Healthcare Science.....	22
Post Registration Nursing Roles / Community Specialist Practitioners.....	27
Advanced Roles.....	30
Additional Programmes.....	32
Undergraduate Medical and Dental.....	36
Postgraduate Medical and Dental.....	38
Non-commissioned Programmes Supported by HEE Funding.....	54
Pre-Registration Nursing.....	56
Pre-Registration Midwifery.....	58
Pre-Registration: Allied Health Professionals.....	59
Dental Hygienists and Dental Therapists.....	63
Dental Nurses and Dental Technicians.....	64
Section 3: Appendices.....	65
Appendix A: Glossary of Terms.....	65
Section 4: Appendices.....	69
Appendix B: Acknowledgements.....	69

Section 1: Introduction, Background and Purpose of the NHS Education Funding Guide

Introduction

Purpose

The 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 2022 – 2023 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: frp@hee.nhs.uk

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 Health Education England (HEE) has oversight.
- Section three is a glossary of terms which covers the terminology used in the document.
- Section four Appendices and Acknowledgements.

Background

Health Education England - Statutory Responsibility

HEE's long term investment in education must be aligned to HEE's overall goal of ensuring that the NHS workforce of today and tomorrow have the right numbers, skills, values, and behaviours, at the right time and in the right place.

HEE has an annual budget of more than £5 billion and needs to ensure value for money to the public. Achieving this depends on deploying funding effectively at a strategic level, signalling clearly how this will work in both the long and short term, and ensuring 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 throughout the system of NHS organisations and funded services.

HEE continues to commission some student places directly with Higher Education Institutes (HEIs) within the healthcare system in England and it has both direct and indirect levers to influence the shape of workforce supply. Training numbers depend on alignment of workforce demand and supply, 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.

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 HEE 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 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 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 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 and workforce role transformation (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 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 summarised below. It should be noted that not all elements of the HEE funding offer are available to each profession and the specific funding offers are detailed further from pages 12 – 64.

Tuition fees (HEE nationally agreed or regional prices)

In agreed cases, HEE 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 HEE to ensure consistency in determining the eligibility and levels of funding available from HEE for tuition.

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

HEE 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 HEE's existing role in administering tariff payments to placement providers, from April 2021 HEE assumed additional responsibility for tariff development, including production and publication of the tariff guidance document. As part of these responsibilities, HEE 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, HEE agrees the appropriate funding, with funding included into regional allocations.

HEE 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 HEE provides salary support, this is determined by HEE and ranges from a contribution to full salary support. In some cases, HEE works with another NHS body to fund salary support, for example NHS England. HEE 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)

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

Knowledge and Library Services

As specified in the Education Contract, HEE education funding contributes to the costs of proactive, high-quality knowledge and library services for all learners and the workforce, to inform this HEE has published indicative guidance. This includes access to evidence resources through suitable technology and appropriate learning space.

Other costs

In some cases, other costs may be supported by HEE e.g., infrastructure costs, residential fees, student travel costs. This varies by region and will be based on current local contractual arrangements. HEE is currently exploring these local arrangements to determine a national approach to funding these areas in future years. HEE needs to ensure that these payments continue to align with other funding available from other funders of healthcare education.

Development of the HEE funding offer

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

- value for money for HEE, 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

HEE 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 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 Multi-professional Education and Training Investment Plan (METIP) 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 METIP operates as an organisational wide prioritisation panel in seeking assurance, understanding, and intentions of allocating budget and workstreams in meeting the demand identified. The METIP 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, HEE'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 HEE developments to support transparency of funding

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)/ Integrated Care Boards (ICB), a new type of even closer collaboration (moving to legal entities on 1st July 2022). 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.

Read more about [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 were first issued to ICSs in 2020 - 2021 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 and planned education and training investment and associated activity in that geography from HEE. This will stimulate the ability of ICSs 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 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 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.
- Support 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. HEE 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, 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 HEE Funding

These are programmes which HEE 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 HEE Funding

HEE 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 HEE

Paramedic Programmes

Table 1: Paramedic: Conversion Apprenticeship Programme

HEE Commissioned	Not Applicable - Apprenticeship
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	HEE 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 £5,100 per annum for a maximum of two years; maximum payment of £10,200 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 Investment Plan (METIP) figures. This funding will remain in place for all cohorts starting before 31 March 2024 when 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

HEE Commissioned	Yes - secondary care
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	HEE Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	Not Applicable

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

HEE Commissioned	Yes
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	HEE Fund (Regionally Agreed)
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	HEE 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: Improving Access to Psychological Therapies (IAPT)

Adult IAPT

To support 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. This will meet the expansion targets and maintain the existing demand for the Psychological Wellbeing Practitioner (PWP) and High Intensity Therapist (HiT) workforce.

HEE and NHS England (NHSE) work in partnership to 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) Mental Health Services

To meet the workforce expansion targets for CYP Mental Health 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 training programmes. These training programmes are provided by CYP Mental Health collaboratives, which in most cases are led by universities and include engagement with services.

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

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

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

PWP training places are supported by HEE 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.

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.

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

Table 5: IAPT: Psychological Wellbeing Practitioner - High Intensity Cognitive Behavioural Therapy (HiT CBT)

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

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

HiT training places are supported by HEE and aligned to the national training model where the tuition fees are paid directly to the education provider delivering the HiT course. The level of salary support will be provided at NHS AFC pay scale 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.

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

Table 6: IAPT: Other Modalities

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

The following IAPT modalities will be supported by HEE and will also be provided with an associated supervisor provision.

- Counselling for Depression (CfD)
- Couple Therapy for Depression (CTfD)
- Behavioural Couples Therapy (BCT)
- Extended Dynamic Interpersonal Therapy (e-DIT)
- Eye Movement Desensitisation/Reprocessing Therapy Practitioner
- 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 HEE and salary support (HEE regionally agreed) will be available.

Table 7: Children and Young People (CYP) Family Ambassadors

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

HEE's national model provides tuition support of £1,500 per trainee.

Read more on NHS Careers about [Family and systemic psychotherapist](#).

Table 8: Children and Young People (CYP) Therapists

HEE Commissioned	Yes
Tuition	HEE Fund
Clinical Placement	Not Applicable
Salary Support	HEE Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	HEE 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. HEE provides funding for salary support (AFC band 6 plus on-costs) for the duration of the 12-month training period, in addition to tuition costs and other costs.

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

Table 9: Children and Young People (CYP) Wellbeing Practitioner

HEE Commissioned	Yes
Tuition	HEE Fund
Clinical Placement	HEE Fund (Nationally Agreed Tariff)
Salary Support	HEE Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	HEE Fund

HEE 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. HEE provides funding for salary support (AFC band 4 plus on-costs) for the duration of the 12-month training period, in addition to tuition costs of £7,500 and placement support funding of £12,240.

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 Mental Health collaboratives.

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

Table 10: Education Mental Health Practitioner

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

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 the 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 on-costs) and placement support. Tuition costs are also provided for supervision training.

Funding for implementation of Mental Health Support Teams (MHSTs) is confirmed as part of the NHS Long Term Plan until 2023/24.

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

Table 11: Adult and Older People

HEE Commissioned	Yes
Tuition	HEE Fund
Clinical Placement	Not Applicable
Salary Support	HEE Fund (Regionally 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, as set out in the Long-Term Plan.

HEE and NHSE 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
- Community Teams
- 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
- Comprehensive Assessment of At Risk Mental States (CAARMS)
- Understanding Psychosis and Bipolar Disorder (UPBD)

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

Mental Health: Clinical Psychology and Child Psychotherapy

Table 12: Clinical Psychologist

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

HEE continues to commission 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 up to £17,000, with an additional fee of £2,000 in exceptional circumstances
- Contribution to travel and accommodation costs necessary to support trainees.

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

Table 13: Child and Adolescent Psychotherapist

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

HEE continues to commission 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 up to £11,000 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](#).

Public Health

Table 14: Public Health Practitioner

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

HEE provides £60,000 per local office in support of the Public Health Practitioner programme.

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

Healthcare Science (HCS)

Table 15: HCS Higher Specialist Scientific Training (HSST)

HEE Commissioned	Yes
Tuition	HEE Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	HEE 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 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 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.

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.

£13,260 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.

HEE 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 16: HCS Scientist Training Programme (STP)

HEE Commissioned	Yes
Tuition	HEE Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	HEE Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	HEE 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 band 6 plus on costs.

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

Table 17: HCS Echocardiography Training Programme (ETP)

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

The Echocardiography Training Programme (ETP) is a new 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.

NHS Education Funding Guide 2022 - 2023

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

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

Midwifery

Table 18: Shortened Midwifery

HEE Commissioned	Yes
Tuition	HEE Fund
Clinical Placement	HEE Fund
Salary Support	HEE 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):
 - £35,305 (national rate)
 - £37,139 (Fringe)
 - £40,806 (Outer London)
 - £42,640 (Inner London)
- A tuition fee contribution of up to £9,250 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.

This funding will be available to support students who start courses from January 2022 up to April 2024. 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.

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 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 (2022 - 2023), HEE is working towards the harmonisation of local rates and funding methodology and implementation of a single funding model for Community Specialist Practitioner.

Table 19: District Nurses

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

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

Table 20: School Nursing

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

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

Table 21: Sexual Health Nursing

HEE Commissioned	Yes
Tuition	HEE Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	HEE 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 22: Practice Nursing

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

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

Table 23: Health Visiting

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

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

Table 24: Occupational Health Nursing

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

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

Advanced Roles

Table 25: Advanced Clinical Practitioner

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

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

Table 26: Physician Associates

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

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. 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 a rate consistent with the national tariff plus market forces factor (MFF)
- For primary care placements, HEE funds a maximum of £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 £5,100 across both years of the programme (£2,550 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.

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

Table 27: Anaesthesia Associates

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

HEE will provide the following funding offer until April 2024 for up to a combined total of 120 students per year across HEE regions:

- A consistent salary support offer for all trainees, of 100% in Year 1 and 50% in Year 2 at the following rates (including on-costs):
 - £41,280 (national rate)
 - £43,414 (Fringe)
 - £47,678 (Outer London)
 - £49,811 (Inner London)
- A tuition fee contribution of up to £6,500 per trainee per annum.
- A contribution of up to £2,700 per trainee 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) which are expected to be available between September 2022 and March 2023.

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 trainee's regional team.

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

Additional Programmes

Table 28: Cytology

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

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

Table 29: Cancer - Clinical Endoscopy

HEE Commissioned	Yes
Tuition	Not Applicable
Clinical Placement	HEE Fund (Nationally Agreed Tariff)
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	HEE Fund - see below
Other Costs	Not Applicable

A training grant of £15,000 per trainee is available for trainees successfully offered a place on the endoscopy programme.

HEE also provides a £1,000 allocation to support placement costs.

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

Table 30: Return to Practice (RTP)

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

The national programme of RTP is run by HEE. As part of the programme HEE 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 2021, the funding offered to RTP trainees has increased. HEE will fund all course fees at £1,600, with an additional £1,000 given as a student stipend as well as an additional £500 which will cover the placement fee to the organisation supporting the returner in practice. The total RTP package will be worth £3,100, an increase from the previous package of £2,000 offered. 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 £1,500 (£500 placement fee and stipend). Posts in London also attract the London Weighting uplift.

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 HEE 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.

2022 - 2023 Enhanced Offers

HEE will continue to support the Enhanced Offer of an additional £5,000 per returner. This investment is specifically aimed at increasing numbers in the areas of Mental Health (MH), Learning Disability (LD) Nursing, Midwifery and nurses working in Cancer Services through 2022 - 2023. For an employer to be eligible for the enhanced payment, returning nurses and midwives must take up an employed post in the NHS or with a non-NHS provider who delivers commissioned NHS services.

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

Table 31: Sonographer Post Registration

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

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

Table 32: Reporting Radiographer Training

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

Participants for this programme must be an existing (senior) radiographer working in an NHS provider in England. HEE can provide funding for a training grant of £26,372 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 33: Trainee Nursing Associate (Apprenticeship)

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

Trainee Nursing Associates (TNAs) can either:

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

HEE provides financial support to both training routes.

The apprenticeship programme attracts a payment to the employer of £8,000 per TNA (paid as £4,000 per year for two years) or an enhanced payment of £15,800 (£7,900 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 34: Trainee Nursing Associate (Direct Entry)

HEE Commissioned	Yes
Tuition	Not Applicable
Clinical Placement	HEE Fund (Nationally Agreed Tariff)
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	HEE Fund
Other Costs	HEE 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 HEE 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.

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

Undergraduate Medical and Dental

Table 35: Undergraduate Medical Placements

HEE Commissioned	Not Applicable
Tuition	HEE Fund (via NHS BSA) Y5 and Y6 only (Years 1 – 4 funded by student)
Clinical Placement	HEE Fund
Salary Support	Not Applicable
Maintenance	HEE Fund (via NHS BSA) Y5 and Y6 only
Training Grant	Not Applicable
Other Costs	HEE Fund (Regionally Agreed)

HEE 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 Medical Undergraduate tariff plus MFF will be introduced covering all Undergraduate Medical clinical placement categories that replaces historical local rates.

The DHSC Education and Training tariff guidance 2022 – 2023 identifies the direct costs involved in delivering education and training by the placement provider covered by the Medical Undergraduate 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. This Out of Tariff funding ceases on 1st September 2022. From 1st September 2022, a new tariff rate set by DHSC will come into effect, which will standardise the rate across all settings. Further information can be found on [Education and Training tariff guidance: 2022 – 2023](#).

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 36: Undergraduate Dental Placements

HEE Commissioned	Not Applicable
Tuition	HEE Fund (via NHS BSA) Y5 and Y6 only (Years 1 – 4 funded by student)
Clinical Placement	HEE Fund
Salary Support	Not Applicable
Maintenance	HEE Fund (via NHS BSA) Y5 and Y6 only
Training Grant	Not Applicable
Other Costs	HEE Fund (Regionally Agreed)

The DHSC 2022 - 2023 national 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.

Historical rates will continue until the introduction of a new national tariff rate for Undergraduate Dental placement activity has been agreed for financial year 2022 to 2023. A single tariff price was agreed by HEE and DHSC of £32,259 + MFF from the 1st of September 2022.

The introduction of a new national tariff rate for Undergraduate Dental placement activity will address the previous inconsistency in prices, where there was a range of regionally agreed rates. Further information can be found on [Education and Training tariff guidance: 2022 – 2023](#).

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 [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:

[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's Education and Training Tariffs: Tariff Guidance and prices for the 2022 - 2023 financial year defines the costs covered by the placement fee tariff.

[Pay and Conditions Circular \(M&D\) 1/2022 R1: Pay award for doctors and dentists in training](#)

This circular informs employers of the pay arrangements applicable from 1 April 2022 for doctors and dentists in training, and specialty doctors and specialists on the 2021 terms and conditions of service.

Postgraduate Medical

This section covers all HEE 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 HEE 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. 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 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. HEE will pay the placement provider a clinical placement fee and a salary support payment.

For placements in hospital and community healthcare services (HCHS), HEE 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 HEE 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 (currently £767 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 HEE 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 HEE from the Education Support budget.

Further information

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

Table 37: Postgraduate Medical - Foundation Level (eligible for DHSC Education and Training tariff)

HEE Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	HEE Fund (DHSC ET tariff)
Salary Support	HEE 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	HEE 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. HEE funds a contribution to trainee basic salary and a clinical placement fee to the provider when the placement is within these HCHS settings.

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.

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

HEE Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	HEE Fund (Regionally Agreed)
Salary Support	HEE Fund (100% contribution to salary)
Maintenance	Not Applicable
Training Grant	HEE Fund (GP practice only)
Other Costs	HEE 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. 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. When trainees are placed in general practice HEE funds a trainers grant and costs are based on trainee headcount at the current nationally agreed rate (£8,842). Further information can be found on the [gov.uk website](https://www.gov.uk).

HEE costs are based on the post WTE during the NHS financial year at the current [NHS Employers Pay and Conditions Circular \(M&D\) 1/2022](#). Posts in London also attract the London Weighting uplift.

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

Table 39: Postgraduate Medical - Specialist Level (eligible for DHSC Education and Training tariff)

HEE Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	HEE Fund (DHSC ET tariff)
Salary Support	HEE 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	HEE 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](#). The placements are mainly in a hospital and community healthcare service (HCHS) setting. HEE funds a contribution to trainee basic salary and a clinical placement fee to the provider when the placement is within these HCHS settings.

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.

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

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

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 \(M&D\) 1/2022](#). Posts in London also attract the London Weighting uplift.

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

HEE Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	HEE Fund (DHSC ET tariff)
Salary Support	HEE 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	HEE 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 HEE funds a contribution to trainee basic salary and a clinical placement fee to the provider as per the [DHSC Education and Training Tariff Guidance](#). 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.

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

HEE Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	HEE Fund (100% contribution to salary)
Maintenance	Not Applicable
Training Grant	HEE Fund (Nationally Agreed Trainers Grant)
Other Costs	HEE 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, HEE funds 100% of the 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 \(M&D\) 1/2022](#). Posts in London also attract the London Weighting uplift.

When doctors in postgraduate training are placed in general practice placements, HEE funds a trainers grant and costs are based on trainee headcount at the current nationally agreed rate (£8,842). Further information can be found on the [gov.uk website](http://gov.uk).

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 43: Postgraduate Medical – Public Health

HEE Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	HEE Fund (100% contribution to salary)
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	HEE 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 HEE region. This currently includes HEE funding 100% of the salary costs of Public Health trainees. The amount provided by HEE for salary support will be based on either the current [NHS Employers Pay and Conditions Circular \(M&D\) 1/2022](#) 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 HEE 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 44: Postgraduate Medical – Fellows

HEE Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	HEE Fund (Regionally Agreed)
Salary Support	HEE Fund (Regionally Agreed)
Maintenance	Not Applicable
Training Grant	HEE Fund (Regionally Agreed)
Other Costs	HEE 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 HEE region.

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

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 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, HEE 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.

HEE will pay the placement provider a clinical placement fee (HEE 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 HEE also funds:

- a training post top-up or supernumerary post for trainees working less than full time (HEE 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, and this now has its own training subcategory and includes:
 - Use of training and simulation facilities
 - Tutor and lecturer costs
 - HEE 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 include:
 - Trainer Continual Professional Development
 - Train the trainer costs
 - Education supervision payments

All 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 Regional Postgraduate Dental Dean. The costs of these functions do not form part of the tariff placement fee.

Further information

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

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

Table 45: Postgraduate Dental Foundation Training (DFT)

HEE Commissioned	Not Applicable
Tuition	Not Applicable
Clinical Placement	Not Applicable
Salary Support	HEE Fund
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	HEE 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 2021](#). Payments consist of salary support for the trainee, a grant to the trainer (£10,560) 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. Read here for further information on [Foundation Dentist \(FD\) training payments](#).

Table 46: Postgraduate Dental - Specialist Level

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

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

NHS Education Funding Guide 2022 - 2023

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 \(M&D\) 1/2022](#). 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 clinical pre-registration programmes which attract tariff from DHSC.

DHSC's [Education and Training tariff guidance and prices for the 2022 - 2023 financial year](#) defines the costs covered by the placement fee tariff.

Table 47: HCS Practitioner Training Programme (PTP)

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE Fund
Salary Support	Not Applicable
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	HEE 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 HEE in line with national guidance.

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

Table 48: Paramedic: BSc Direct Entry Degree

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE 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 HEE to support clinical placements for paramedic education.

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

Table 49: Undergraduate Pharmacy (MPharm degree)

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

From 1st September 2022, Undergraduate Pharmacy will be included into the scope of clinical tariff.

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

Pre-Registration Nursing

Table 50: Adult Nurse

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE 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 51: Children's Nurse

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE 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 52: Learning Disabilities Nurse

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE 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 53: Mental Health Nurse

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE 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 54: Dual Qualification Nursing

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE 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 55: Midwifery

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE 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 56: Dietician

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE 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 57: Occupational Therapist

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE 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 58: Operating Department Practitioner

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE 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 59: Physiotherapist

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE 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 60: Podiatrist

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE 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 61: Speech and Language Therapist

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE 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 62: Radiographer (Diagnostic)

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

HEE offers some Radiographer Apprenticeship Courses where trainees can receive a training grant of £10,000.

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

Table 63: Radiographer (Therapeutic)

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

HEE offers some Radiographer Apprenticeship Courses where trainees can receive a training grant of £10,000.

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

Table 64: Orthoptist

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE 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 65: Orthotists/Prosthetists

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE 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 66: Dental Hygienist

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE 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 67: Dental Therapist

HEE Commissioned	No
Tuition	Self-Fund
Clinical Placement	HEE 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 68: Dental Nurse

HEE Commissioned	Not Applicable - Apprenticeship
Tuition	HEE Fund (Regionally Agreed)
Clinical Placement	Not Applicable
Salary Support	HEE Fund (Regionally Agreed)
Maintenance	Not Applicable
Training Grant	Not Applicable
Other Costs	HEE 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 69: Dental Technician

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

HEE 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 HEE 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.

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 2022/23, as well as sets out the government's strategic objectives for Health Education 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, HEE has calculated regional MFF indices that will support payments.

Table 70: Regional MFF payment indices for 2022 - 2023

Region	MFF indices for 2022 - 23
London	1.1664
East of England	1.0724
Midlands	1.0383
North East and Yorkshire	1.0288
North West	1.0378
South East	1.0794
South West	1.0423

NHS Education Contract

The NHS Education Contract is the contractual mechanism by which HEE 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 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 and their partners work with to improve services.

[Pay and Conditions Circular \(M&D\) 1/2022 R1: Pay award for doctors and dentists in training](#)

This circular informs employers of the pay arrangements applicable from 1 April

2022 for doctors and dentists in training employed on national medical and dental terms and conditions of service.

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 what HEE 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.

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

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 can 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.

Table 71: How can Workforce Development funding be used?

Tuition	Yes
Clinical Placement	No
Salary Support	Yes
Bursary Maintenance Allowance	No
Other Costs	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.

Section 4: Appendices

Appendix B: Acknowledgements

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