

Education Funding Policy Advisory Group (EFPAG)

DOCUMENT COVER SHEET – Please click on all relevant boxes. The <input checked="" type="checkbox"/> indicates “YES”					
Document Type	Presentation <input type="checkbox"/>	Paper <input checked="" type="checkbox"/>	Document Name: Less-than Full-time Funding Policy PGM		Date of Doc 01/12/2022
PURPOSE OF THIS DOCUMENT FOR THE EFPAG MEETING					
Initial Discussion <input type="checkbox"/>	Subsequent Discussion <input type="checkbox"/>	For info <input type="checkbox"/>	For Sign Off by EFPAG <input checked="" type="checkbox"/>	Other:	Date Of Next EFPAG Meeting 06/12/2022
Brief Description of Document and Summary of Content (for the briefing document): Following sign off by EFPAG and executive team of the previous LTFT options appraisal, seeking approval of the following LTFT policy document for use in region to support the new funding policy for LTFT training in postgraduate medicine.					
Where has the document been prior to The EFPAG Meeting?					
Regional Directors / Senior Managers <input checked="" type="checkbox"/>	Programme Leads <input type="checkbox"/>	Education Providers <input type="checkbox"/>		Independent Providers <input type="checkbox"/>	
SRO <input type="checkbox"/>	HoF <input checked="" type="checkbox"/>	HoS <input type="checkbox"/>		HoC <input type="checkbox"/>	
CTWG <input type="checkbox"/>	PMTWG <input checked="" type="checkbox"/>	UMTWG <input type="checkbox"/>		DTAG <input type="checkbox"/>	
Additional Document Journey Info (including detailed stakeholder information): The initial options appraisal confirming this funding option was taken to PMTWG, EFPAG, PGM senior business managers and the PG oversight board. This funding policy has been reviewed by HOF, PGM senior business managers and PMTWG.					
ONCE DOCUMENT HAS REACHED SIGN OFF FROM EFPAG:					
NEXT LEVEL SIGN OFF:					
Director of Finance	Sign off Required <input checked="" type="checkbox"/>	Signature		Name Calum Pallister	Date 06/01/2023
HEE Board	Sign off Required <input type="checkbox"/>	Signature		Name	Date DD/MM/YY
FOR EFPAG ADMINISTRATION PURPOSES ONLY:					
Details to be recorded by the Secretariat:	Document Storage Details:	Document Reference:		Date DD/MM/YY	

Less-than Full-time Funding Policy – Postgraduate Medicine

Background/History

As of financial year 2022 – 2023, Less-than Full-time (LTFT) postgraduate medical trainees are not eligible for the [Department of Health and Social Care \(DHSC\) education and training tariff](#). As such, any funding associated with supernumerary or slot share top up placements up to financial year 2022 – 2023 were subject to locally agreed regional rates.

This led to differing remuneration for NHS placement providers up and down the country for their LTFT postgraduate medical trainees in the same placement types. To ensure that HEE are able to support increasing numbers of postgraduate trainees who wish to train flexibly, a new LTFT funding policy has been agreed by Health Education England. The current funding arrangements were reviewed in detail and new consistent arrangements will be introduced from 1 April 2023 to support the funding of LTFT training moving forward.

New Policy

This new policy will apply from the 1 April 2023 and applies to postgraduate medical placements that would be eligible for the [Department of Health and Social Care \(DHSC\) education and training tariff](#).

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

Supernumerary LTFT Placements

Supernumerary LTFT placements are about allowing flexibility of training arrangements on a case by case basis. These placements will support postgraduate doctors in training with complex circumstances who require additional support that a standard LTFT training post cannot offer. This might include the following circumstances (however this is not an exhaustive list)

- Someone who has been out of training for a significant period of time and requires a carefully calibrated return to training. This may include additional supervision to support a return to a normal training pattern.
- Circumstances which are exceptions to standard training arrangements.
- Circumstances that are not already supported via the Supported Return to Training (SuppoRTT) programme.

From the 1 April 2023, HEE will contribute towards the salary of LTFT supernumerary placements as per Annex A of this document, which is consistent with Annex A of the DHSC education and training tariff guidance.

HEE will also contribute a pro rata placement tariff at a rate consistent with the latest version of the DHSC education and training tariff guidance, depending on the working time equivalent (WTE) of the postgraduate medical trainee occupying the placement.

HEE recommends that LTFT supernumerary placements would not normally exceed a maximum period of 3 months and that where possible, all postgraduate doctors in training should be

LTFT Funding Policy – Postgraduate Medicine

managed within standard rostered placements. This is to avoid postgraduate doctors in training being in permanently supernumerary placements. Any exceptions to this must have the prior agreement of the Regional Postgraduate Dean.

If a LTFT postgraduate medical trainee is occupying a full-time placement that is not supernumerary to the standard rota, HEE's contribution will be as per standard education contract and education and training tariff arrangements.

HEE will not contribute towards the costs of statutory leave (such as parental or sick leave) as this is an employer responsibility.

HEE will no longer provide incentive payments to NHS trusts for taking on LTFT trainees.

Supernumerary Placements – an example

Based on 2022 – 2023 prices, if an ST4 Paediatrics trainee works in a supernumerary placement at 60% WTE for 3 months, in the East Midlands.

The contribution from HEE will be as follows:

Salary Contribution	$£27,392 \times 0.6 = £16,435.20$ per annum
Placement Fee	$£11,937 + \text{MFF}^* = £12,358$ $£12,358 \times 0.6 = £7,414.80$ per annum <i>*MFF value of 1.03530 used in example.</i>
Total contribution from HEE	$£16,435.20 + £7,414.8 = £23,850$ per annum For a 3 month placement, HEE's contribution would therefore be: $£23,850 / 12 = £1,987.50$ $£1,987.50 \times 3 = \mathbf{£5,962.50}$

Slot Share Placement Arrangements

From **1 April 2023**, where two or more LTFT postgraduate medical trainees occupy a full-time placement HEE will top-up their salary contribution where this equals more than 1.0 full-time equivalent (FTE) as per Annex B of this document.

HEE will also top up the placement fee where the WTE is greater than 1.0. This placement tariff will be at a rate consistent with the latest version of the DHSC education and training tariff guidance.

If a LTFT postgraduate medical trainee is occupying a full-time placement and there is no slot share arrangement in place, HEE's contribution will be as per standard education contract and education and training tariff arrangements.

For trust funded placements, HEE will contribute the top-up of salary and placement fee only. Please see example three below.

HEE will not contribute towards the cost of statutory leave (such as parental or sick leave) as this is an employer responsibility.

LTFT Funding Policy – Postgraduate Medicine

HEE will no longer provide incentive payments to NHS trusts for taking on LTFT trainees.

Slot Share Placements – example one

Based on 2022 – 2023 prices two CT1 Psychiatry trainees, each working at 60% and occupying a full time placement for 1 year in London (WTE = 1.2).

The contribution from HEE will be as follows:

Salary Contribution	<p>Standard HEE salary contribution for a full time placement as per Annex A of this document (and the DHSC education and training tariff guidance) = £21,736</p> <p>20% top up of the full salary as per Annex B = £10,707</p> <p>London weighting has been applied in this example as per Annex B.</p>
Placement Fee	<p>Standard placement tariff contribution for a full time placement of £11,937 + MFF* = £14,010</p> <p>20% top up of the placement tariff = £2,802</p> <p><i>*MFF value of 1.17362 used in example.</i></p>
Total contribution from HEE	<p>£21,736 + £10,707 + £14,010 + £2,802 = £49,255</p>

Slot Share Placements – example two

There may be some circumstances when LTFT trainees slot share over more than 1 placement to support flexible working arrangements. Support should be sought from the Regional Postgraduate Dean or their nominated deputy to ensure the funding arrangements are recorded in trust payments.

Based on 3 ST3 Obstetrics and Gynaecology trainees, each working at 80%, occupying two full time placements for 1 year in the North West (WTE = 2.4)

The contribution from HEE would be as follows:

Salary Contribution	<p>Standard HEE salary contribution for two full time placements as per Annex A of this document (and the DHSC education and training tariff guidance) = 2 x £23,248 = £46,496</p> <p>40% top up of the full salary as per Annex B = £25,865</p> <p>Total salary contribution from HEE: £46,496 + £25,865 = £72,361</p>
---------------------	--

LTFT Funding Policy – Postgraduate Medicine

Placement Fee	<p>Standard placement tariff contribution for two full time placements of $£11,937 + \text{MFF}^* = £12,384.28$</p> <p>$2 \times £12,384.28 = £24,768.56$</p> <p>Plus, 40% top up of a single placement tariff $£12,384.28 \times 0.4 = £4,953.71$</p> <p><i>*MFF value of 1.03747 used in example.</i></p>
Total contribution from HEE	$£72,361 + £24,768.56 + £4,953.71 = £102,083.27$

Slot Share Placements – example three

Based on 2 ST5 Emergency Medicine trainees, each working at 60%, occupying a full-time **trust funded placement** for 1 year in the South West (WTE = 1.2).

The contribution from HEE would be as follows:

Salary Contribution	20% top up of the full salary as per Annex B = £12,932
Placement Fee	<p>Standard placement tariff contribution for a full time placement is $£11,937 + \text{MFF}^* = £12,446.71$</p> <p>HEE will contribute 20% top up of the placement tariff = £2,489.34</p> <p><i>*MFF value of 1.04270 used in example.</i></p>
Total contribution from HEE	$£12,932 + £2,489.34 = £15,421.34$

If you require any further support in relation to LTFT funding policy, please speak to your HEE regional team in the first instance.

Annex A – Salary Contribution Supernumerary

Equivalent to the contribution in Annex A of the [DHSC Education and Training Tariff Guidance](#)

Please note that upon publication of updated versions of the DHSC Education and Training Tariff guidance document, the contributions to salary within that document will supersede the table below.

Grade	Spine Point (old contract)	2022 to 2023 HEE Salary Contribution National (£)	2022 to 2023 HEE Salary Contribution London (£)
F1	Minimum Point of the FHO1 Scale	15,297	16,758
F2	Minimum Point of the FHO2 Scale	18,974	20,435
ST1/CT1	Minimum Point of the StR scale	20,275	21,736
ST2/CT2	Point 1 of the StR scale	21,515	22,977
ST3/CT3	Point 2 of the StR scale	23,248	24,710
GPST1 Hospital	Point 1 of the StR scale	21,515	22,977
GPST2 Hospital	Point 2 of the StR scale	23,248	24,710
GPST3 Hospital	Point 3 of the StR scale	24,295	25,757
GPST Hospital placement (point not specified)	Average of Point 1 and 2 of StR scale	23,248	24,710
ST4+ Higher Training	Weighted average across higher training grades	27,392	28,934

Annex B – Salary Contribution Slot Share Top-ups

	Grade	Outside London	Annual Prices - Outside London						
		22/23 Rates	20%	30%	40%	50%	60%	70%	80%
		(Full Time Contract)							
Slot Share Top Ups	FY1	£36,408	£7,282	£10,922	£14,563	£18,204	£21,845	£25,486	£29,126
	FY2	£42,341	£8,468	£12,702	£16,936	£21,171	£25,405	£29,639	£33,873
	CT1	£50,345	£10,069	£15,104	£20,138	£25,173	£30,207	£35,242	£40,276
	CT2								
	CT3	£64,138	£12,828	£19,241	£25,655	£32,069	£38,483	£44,897	£51,310
	ST1	£50,345	£10,069	£15,104	£20,138	£25,173	£30,207	£35,242	£40,276
	ST2								
	ST3	£64,138	£12,828	£19,241	£25,655	£32,069	£38,483	£44,897	£51,310
	ST4								
	ST5								
	ST6	£73,599	£14,720	£22,080	£29,440	£36,800	£44,159	£51,519	£58,879
	ST7								
	ST8								

LTFT Funding Policy – Postgraduate Medicine

	Grade	London	Annual Prices – London						
		22/23 Rates (Full Time Contract)	20%	30%	40%	50%	60%	70%	80%
Slot Share Top Ups	FY1	£39,180	£7,836	£11,754	£15,672	£19,590	£23,508	£27,426	£31,344
	FY2	£45,112	£9,022	£13,534	£18,045	£22,556	£27,067	£31,578	£36,090
	CT1	£53,117	£10,623	£15,935	£21,247	£26,559	£31,870	£37,182	£42,494
	CT2								
	CT3	£66,909	£13,382	£20,073	£26,764	£33,455	£40,145	£46,836	£53,527
	ST1	£53,117	£10,623	£15,935	£21,247	£26,559	£31,870	£37,182	£42,494
	ST2								
	ST3	£66,909	£13,382	£20,073	£26,764	£33,455	£40,145	£46,836	£53,527
	ST4								
	ST5								
	ST6	£76,370	£15,274	£22,911	£30,548	£38,185	£45,822	£53,459	£61,096
	ST7								
	ST8								