



Department
of Health

Education & training tariffs

Tariff guidance for 2015-16

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Section 1 Overview

1. This guidance sets out the tariffs for education and training placements for 2015-16 and information on their implementation. The national tariffs in place for 2015-16 cover non-medical placements, and medical undergraduate and postgraduate placements in secondary care. The tariffs are applicable to placements which take place in England.
2. Where placements are not subject to the national tariff (e.g. placements outside England, or for specific course types as set out within this document), funding should be subject to local agreement.
3. You may also wish to refer to the following:
 - **Market Forces Factor:** Information on the Market Forces Factor (MFF) and its rate for each provider as published by Monitor in “A guide to the Market Forces Factor”¹. The last methodological update of the MFF index was in 2011/12.
 - **Benchmark Price:** Until agreement is reached on the Benchmark Price HEE will continue to use the existing Benchmark Price. Any change will be published on the HEE website² once agreed.
 - **Costing:** Information on costing education and training as published by HEE³. As indicated in the 2013-14 education and training cost collection guidance, the data collected was never intended to be used to make changes to the transitional tariffs. There is however the potential that data collected through the 2014-15 exercise could be used to inform changes to future tariffs.
4. For queries on the tariffs or their implementation, please contact your Local Education and Training Board (LETB) in the first instance, and then HEE if necessary on HEE.Tariffs@nhs.net.
5. Whilst every effort has been made to address the feedback received in response to the draft guidance, we are continuing to work to provide additional information in a number of specific areas. This information will be included in an updated ‘frequently asked questions’ document for 2014-15 and made available on the HEE website, a link to which can be found at [Section 13](#).

¹ <http://www.monitor.gov.uk/nt> under ‘A guide to Market Forces Factor’

² <http://hee.nhs.uk/work-programmes/resources/>

³ <http://hee.nhs.uk/work-programmes/resources/costing-education-and-training/>

Section 2 Summary of tariffs for 2015-16

6. In 2015-16 the NHS is working towards a constructive and shared approach to help hospitals with the genuine pressures they face. Across the NHS, savings need to be made to work towards major efficiency improvements and implement the fundamental changes in care as set out in the Five Year Forward View.
7. In response to the requirement to deliver savings in 2015-16 and the statutory need for commissioners to live within the funding that Parliament has allocated, the tariffs for 2015-16 have either been frozen or reduced.

Type of placement	Tariff (for a year's worth of placement)
Non-medical	£3,175 multiplied by MFF
Undergraduate medical	£33,965 multiplied by MFF
Postgraduate medical	£12,400 multiplied by MFF, plus 50% of basic salary costs (not multiplied by MFF)

8. The reduction to the undergraduate medical tariff of 1.9% reflects the requirement for providers to deliver savings by delivering education and training in more efficient ways.
9. The decision to freeze the tariffs for non-medical and postgraduate medical tariffs reflects the fact that these were constrained by affordability when first implemented. (This was not the case for the undergraduate medical tariffs.) By freezing the tariffs and not applying any uplift to the non-medical and postgraduate medical tariffs for 2015-16, providers will still need to absorb any inflationary cost pressures.

The reduction to the undergraduate medical tariff and zero uplift for non-medical and postgraduate medical tariffs reflect these requirements for providers to deliver savings by delivering education and training in more efficient ways.

10. More information on these tariffs, including details of any exclusions from the tariffs, are set out in the sections that follow/the rest of this document.

Section 3 Introduction to education and training tariffs

11. The tariff-based approach was set out in *Liberating the NHS: Developing the Healthcare Workforce – From Design to Delivery*⁴, which stated:

‘The Government is committed to the principle of tariffs for education and training as the foundation to a transparent funding regime. We will introduce tariffs for non-medical education and training and undergraduate clinical placements for medical students in the hospital sector from April 2013, phased over a number of years. The Department will work with SHAs and service providers during 2012-13 to develop transition plans.

We are also working with stakeholders to develop proposals for tariffs for postgraduate medical training programmes and primary care medical education and training. We will continue to work with stakeholders to develop tariffs for postgraduate medical training programmes and primary care medical education and training and consider an appropriate pace of transition, taking into account the financial impact of the other tariffs.

In order to have a robust mechanism for setting future education and training tariffs, and to reduce the amount of cross subsidisation, we plan to set the education and training tariffs alongside the service tariffs in future. Although this is an important part of the new funding arrangements, it will take time to develop and embed the changes. We will therefore work with stakeholders to revise the reference costing methodology to identify the costs of delivering education and training alongside service costing. Until the tariffs can be based on the revised costings, we will seek to minimise the impact of the changes to education and training income to allow providers to plan accordingly.’

12. Powers and requirements with regards to tariffs for education and training placements have now been set out in legislation, in the Care Act 2014⁵. These powers come into force in April 2015 and are as follows:

- The Secretary of State may specify a tariff setting out approved prices, which may be different for different types of education and training.
- A tariff specified in this way must be published.

⁴ <https://www.gov.uk/government/publications/developing-the-healthcare-workforce-from-design-to-delivery>

⁵ <http://www.legislation.gov.uk/ukpga/2014/23/part/3/chapter/1/crossheading/tariffs/enacted>

- The Secretary of State may specify a procedure for varying the approved prices – the procedure must be published and any prices that have been varied must be published.
 - A published tariff or variation procedure may be revised or revoked by the Secretary of State.
 - Payments made by HEE or one of its LETBs must be made with reference to the approved price, or price as varied under the approved procedure.
13. The Secretary of State is publishing the approved prices and the procedure for their variation by publishing this tariff guidance.
14. Any prices that have been varied under the published procedure will be published by HEE.
15. This guidance sets out the tariffs for 2015-16 for the following areas:
- Non-medical education and training
 - Undergraduate clinical placements for medical students
 - Postgraduate medical training programmes
16. This guidance does not cover:
- The Benchmark Price (BMP) for non-medical undergraduate tuition
 - Other exceptions set out in each relevant section

Section 4 Overview of non-medical, and secondary care undergraduate medical and postgraduate medical tariffs

17. Tariffs for non-medical and undergraduate medical placements were introduced in 2013-14 and tariffs for postgraduate medical placements were introduced in 2014-15. In order to manage the impact of the change in funding on providers, these tariffs are subject to transition arrangements. These arrangements are set out in [Section 8](#).
18. There are two component parts to the postgraduate tariff – a placement fee and salary support. Tariffs for non-medical placements and undergraduate medical placements provide only the placement fee. Only the tariff for postgraduate medical placements includes salary support. In 2015-16, as previously, this will

be 50% of basic salary costs. The salary contribution therefore increases in line with junior doctor salary rates. These rates are usually effective from 1 April each year, although they may not be published until after this date. Salary support for the professions covered by the non-medical placement fee is at HEE's local discretion.⁶

19. A placement that attracts national tariff must meet the following criteria:

- be a recognised part of the education/training curriculum for the course and approved by the higher education institute and the relevant regulatory body, as appropriate;
- meet the quality standards of the regulator and the commissioner;
- be quality assured in line with the commissioner's agreed processes;
- be direct clinical training (including time for clinical exams and study leave) with an agreed programme being a minimum of one week;
- have the appropriate clinical and mentoring support as defined by the relevant regulatory body; and
- not workplace shadowing.

20. Time spent by students and trainees at organisations which does not meet this definition are not covered by the tariff.

21. The currency for the tariffs is a year's worth of placement, i.e. the tariffs fund a year's worth of placement at a provider. For example, if a provider took two students for half a year each, they would receive the full tariff, whereas if they took only one student for half a year, they would only receive 50% of the tariff. Where HEE make payments on the basis of "student weeks", the rate is likely to vary to reflect local placement practice.

22. The length of the placement will be determined by the time the student/trainee spends receiving the direct clinical training as defined within the outcome standards of the regulatory body.

23. The tariff applies to placements provided by any type of organisation (whether NHS funded or not) in any setting within these organisations for example laboratories, unless explicitly listed as excluded in this document. The tariff only

⁶ <https://www.gov.uk/government/publications/review-body-on-doctors-and-dentists-remuneration-42nd-report-2014>

applies to placements commissioned by HEE and the LETBs. Funding for placements commissioned by HEE and the LETBs must not be used to subsidise any element of the cost of placements for non-NHS funded students/trainees.

24. The tariff applies to placements that take place in England. Placements that take place outside England but commissioned by HEE and the LETBs should be paid for at a locally agreed rate, although it may be appropriate to use the published national tariff.

25. The tariffs cover funding for all direct costs involved in delivering education and training by the provider, for example:

- Direct staff teaching time within a clinical placement
- Teaching and student facilities, including access to library services
- Administration costs
- Infrastructure costs
- Education supervisors
- Pastoral and supervisory support
- Trainee study leave and time for clinical exams
- Health and wellbeing (excluding any occupational health assessments that are carried out by the university and funded separately)
- Course fees and expenses (as required to achieve professional registration)
- Student/trainee accommodation costs

- In-course feedback and assessment
- Formal examining
- Staff training and development relating to their educational role

26. The tariffs do not cover:

- Tuition costs
- Items funded under Education Support, such as
 - Foundation Programme Directors
 - Foundation Programme administration support staff
 - Heads of Schools
 - Programme Directors
 - Core Leads
 - Relocation costs and exceptional travel costs
 - Directors of Medical Education / Associates

27. A list specific to each tariff is currently being produced and will be shared with NHS provider organisations as part of the FAQ. HEE is also undertaking work to

further clarify what activities are funded by Tariff and what is funded by the higher education institute through the student loan, benchmark price or HEFCE.

28. This guidance sets out the categories of trainee who are and are not covered by the tariffs. Where a category of trainee is not covered by a tariff, the price paid to a provider for placements must be agreed between the commissioner and provider. It may be appropriate to use the published national tariff for some of these areas.
29. Although providers must be paid in line with the published tariffs, there are certain circumstances in which it may be appropriate to agree a variation in the tariff. [Section 12](#) sets out more on agreeing a local variation to a tariff.
30. Responsibility for the payment of tariff and agreement for funding arrangements, will reside with the LETB that commissions the placement activity from the provider.

Section 5 Non-medical tariffs

31. The tariff for non-medical placements was introduced in 2013-14. For 2015-16 this tariff remains unchanged at £3,175 multiplied by the MFF. As stated in [Section 2](#) of this guidance, there has been no uplift to tariff price for non-medical tariffs for 2015-16 the impact of which will need to be managed through efficiency savings.
32. Placements for the following trainees are covered by the tariff:

Nursing and midwifery

- Pre-registration nursing (adult, children's, learning disabilities, and mental health)
- Midwifery

Allied Health Professionals

- Chiropodist/podiatrist
- Clinical Psychologist
- Dietician
- Occupational Therapist
- Operating Department Practitioner
- Orthoptist
- Orthotists/Prosthetists
- Physiotherapist
- Diagnostic Radiographer/Therapeutic Radiographer

- Speech and Language Therapist

Healthcare science (HCS)

- HCS Practitioner Training Programme (PTP)
- Hearing aid dispenser/audiologist (i.e. remaining students on pre-Modernising Scientific Career programmes)

Other

- Dental Hygienists
- Dental Therapists

33. HEE may wish to provide salary support to providers to help them fund back-fill for employees who are seconded to training programmes that attract the non-medical tariff. This could include, for example, a healthcare assistant undertaking a nursing degree. Where salary support is provided this will be subject to local agreement.

34. For the avoidance of doubt, placements for the following categories of trainee are not covered by the tariff (although this is not an exhaustive list), and a local arrangement must be agreed. It may be appropriate to use the published national tariff for some of these areas.

- Community nursing (health visitor, district nurse, school nurse, occupational health nurse, practice nurse, community psychiatric nurse, community mental health nurse, specialist community public health nurse)
- Dental Nurses
- HCS Higher Specialist Scientific Training (HSST)
- HCS Scientist Training Programme (STP)
- Paramedic
- Pharmacy degree
- Pharmacist pre-registration year
- Pharmacy Technician
- Physician's Assistant
- Dental Technicians
- Improving Access to Psychological Therapies (IAPT) - Psychological Wellbeing Practitioner (Low intensity)
- IAPT - high intensity practitioner
- Child Psychotherapy

35. Where the tariff covers a particular type of non-medical trainee, this applies regardless of the setting of the placement. For example, nurse training

placements in GP practices or in independent sector providers are covered by the tariff.

Section 6 Undergraduate medical tariffs (including graduate entry)

36. The tariff for undergraduate medical placements was introduced in 2013-14. For 2015-16 this tariff is £33,965 multiplied by the MFF. This tariff has been reduced by 1.9%. The reduction reflects the requirement for providers to deliver savings by delivering education and training in more efficient ways. The reduction has not been applied to the tariffs for non-medical and postgraduate medical tariffs because these tariffs were constrained by affordability when first implemented. It is recognised that no uplift implies that inflationary pressures in these areas will need to be managed by the placement provider.

In 2015-16 the NHS is working towards a constructive and shared approach to help hospitals with the genuine pressures they're facing. Across the NHS savings need to be made to work towards major efficiency improvements and implement the fundamental changes in care set out in the [Five Year Forward View](#). This also includes other placement providers who attract tariff.

37. The tariff is applicable only to students who are included within the Higher Education Funding Council for England (HEFCE) intake target of medical school places. Placements for students who are not within this target are subject to locally agreed funding arrangements. It may be appropriate to use the published national tariff for some of these areas. Please also refer to paragraph 23 on non-NHS funded students.

38. The tariff is not applicable to:

- dental students (see [Section 10](#))
- placements in GP practices (see [Section 9](#))
- placements in hospices
- dental students on a medical placement ("medical for dental") (see [Section 10](#))

Section 7 Postgraduate medical tariffs

39. The tariff for postgraduate medical placements was introduced in 2014-15. The tariff remains unchanged at 50% of the basic salary costs (i.e. including on-costs) attributable to the post plus London weighting where applicable, plus a placement

fee of £12,400 multiplied by the MFF. Please note that the 50% salary contribution is based on the salary for the post rather than the salary of the individual filling the post and is not multiplied by MFF. As stated in [Section 2](#) of this guidance, there has been no uplift to the tariff price for postgraduate medical tariffs for 2015-16 the impact of which will need to be managed through efficiency savings.

40. The national tariff is not applicable to:

- dental trainees
- placements in GP practices (although hospital placements for GP specialist registrars are covered by the tariff)
- placements in hospices
- placements in public health
- National Institute of Health Research (NIHR) trainees
- Less than Full Time (LTFT) trainees
- Trust funded posts
- Nationally introduced one-cycle posts (such as any remaining Hewitt and Johnson posts), which remain out of tariff until the end of the individual's training cycle
- Out of Programme Experiences, where individuals temporarily step off the standard training programme
- Doctors in Difficulty
- Ministry of Defence training posts

41. For postgraduate medical placements, funding is on the basis of training posts. Investment specific to individuals will usually be excluded from the tariff, as set out above. The LETB may agree to maintain the salary element to support a locum appointment; however, the placement fee could be withheld for long term vacant posts. This should be discussed and agreed between the LETB and placement provider.

Section 8 Transition arrangements for non-medical, undergraduate medical and postgraduate medical tariffs

42. The non-medical, undergraduate medical and postgraduate medical tariffs are subject to transition arrangements. This is in order to limit losses to providers on a year by year basis, compared to the funding previously received for education and training.

43. Transition arrangements have been notified to each NHS provider. Any variations to the transition plans have been agreed with and notified to providers. Where a provider has not been notified of a transition plan (for example, an independent sector provider), transition to the national tariffs should be agreed locally. Transition arrangements will not be revised as a result of the reduction in the undergraduate medical tariff as it is considered that all providers have potential to deliver efficiencies (against the full tariff price, post transition) in the delivery of undergraduate medical placements.
44. The transition arrangements account for the impact of pricing changes on the levels of activity at the time of transition. Any volume changes since the point of transition should be paid or deducted at the full tariff rate.
45. Reference costs were collected for education and training in the summer of 2014 for the financial year 2013-14, and will be collected again for 2014-15 in summer 2015. Tariffs will be updated in future years based on the cost collection, although the timing of this will be dependent on the data quality. Only at the point where a fully integrated collection of data for both service and education and training is undertaken will the true costs of education and training and the potential requirement to change existing budgets to remove cross-subsidisation be understood. When the tariffs are updated, the transition arrangements will be revisited. Further information on this will be made available when applicable.

Section 9 Medical placements in GP practices

46. The tariffs described above do not include tariffs for medical placements in GP practices.
47. Work is on-going to develop medical education and training tariffs for placements in GP practices. The Department of Health and HEE are working with a group of experts in general practice education and training and a sample of training practices to collect information about the costs of providing placements in GP practices, and to develop appropriate tariffs for this activity. It is anticipated that these tariffs will distinguish between delivering different types of placements, for example, for medical students, foundation trainees and specialty registrars.
48. At present, the price paid for undergraduate medical placements in GP practices varies across the country, creating inequities. The introduction of a national tariff will address this and create a fair playing field.
49. While this work is underway, providers will continue to be funded using existing arrangements.

Section 10 Dental tariffs

50. The medical tariffs do not cover placements for dental students and trainees.
51. A national indicative tariff was set for undergraduate dental placements in 2006, and this was reviewed locally in subsequent years resulting in locally agreed prices.
52. Undergraduate dental students on medical placements (“medical for dental”) are paid at locally agreed prices, under a separate funding stream to that for undergraduate medical or dental placements.
53. Postgraduate dental placements are out of the scope of the national tariff, and are paid for at locally agreed rates.

Section 11 Operational matters

54. **Market Forces Factor:** The national tariffs are calculated on the basis of average costs and do not take into account some features of cost that are likely to vary across the country. The tariffs are therefore adjusted by the MFF in order to compensate for the cost differences of providing training placements in different parts of the country. For simplicity, the MFFs are the same as those applicable to the service tariffs. Further information on the MFF, including the current rates, is published by Monitor⁷.
55. **Lead employer models:** Lead employers provide an outsourced HR and payroll system for a number of postgraduate trainees. The organisation hosting the post should receive the tariff payment and refund the salary costs to the lead employer. However, the host organisation may agree with the LETB for appropriate payments to be made direct to the lead employer.
56. **Host providers/pooled support:** Where a provider hosts particular services, such as library services, the LETB may agree the basis for any recharges that the host provider wishes to make. If all the organisations within a LETB area agree to a pooled support system they may agree that the LETB or other named organisation manage a proportion of the placement fee on their behalf.
57. **Local prices:** Local prices for placements not covered by the national tariff should be agreed between providers and commissioners. It may be appropriate

⁷ <http://www.monitor.gov.uk/nt> under “A guide to Market Forces Factor”

to agree to use the published national tariff for some of this activity. Providers and commissioners should engage constructively to agree transparent local prices which are in the best interests of students/trainees.

Section 12 Flexibilities

58. Providers and HEE can agree to adjust tariffs or currencies in exceptional circumstances. This may be appropriate, for example:

- where commissioners and providers agree on an innovative way of delivering placements
- where provision of training is necessary in a given location or type of provider, but is not economically viable at the national tariff.

59. In order to determine whether the provision of training is not economically viable, the provider must be able to demonstrate that:

- Their average cost of the training is higher than the national tariff;
- The provider's average costs are higher than the national price as a result of structural issues that are:
 - Specific to that provider (i.e. not nationally applicable);
 - Identifiable, i.e. the provider must be able to identify how the structural issues it faces affect the cost of the services;
 - Non-controllable, i.e. beyond the direct control of the provider, either currently or in the past⁸; and
 - Not reasonably reflected elsewhere in the calculation of national tariffs, rules or flexibilities.
- The provider is reasonably efficient when measured against an appropriately defined group of comparable providers, given the structural issues that it faces⁹; and
- The provider has tried to engage constructively with its commissioners to consider alternative training delivery models, and it is not feasible to deliver the training required at the national tariff.

⁸ This means that higher costs as a result of previous investment decisions or antiquated estate are unlikely to be grounds for justifying that the provision of training is uneconomic at the national price.

⁹ If a provider is not reasonably efficient when measured against an appropriately defined group of comparable providers, it would have to demonstrate that its costs would still be higher than the national price, even if it were reasonably efficient.

60. Any tariffs that are varied from the national tariffs according to the flexibilities set out above will be published by HEE for transparency. Prices that are not equal to the national prices due to the provider's transition plan do not need to be published by HEE as tariff variations.
61. Where a small amount of placement activity is commissioned from a provider and the burden of administering the payment system to the provider would be disproportionately high compared to the appropriate tariff payment, then the commissioner and provider may agree to local support arrangements. This could see the continuation of existing local support arrangements, possibly on a payment in kind basis, equivalent to tariff value.

Section 13 Further information

62. For queries on the tariffs or their implementation, please contact your LETB in the first instance, and then HEE if necessary on HEE.Tariffs@nhs.net.
63. Frequently asked questions will be published on HEE's website¹⁰.

¹⁰ <http://hee.nhs.uk/work-programmes/resources/tariff-guidance-and-implementation/>

Appendix 1: Summary of Changes

1. The Education and Training Tariff Guidance document for 2015-16 includes a number of changes from the first guidance produced for 2014-15, which are listed within this appendix. A number of these are in response to the feedback received as part of the public consultation on the draft guidance.
2. In section 1, paragraph 3, we have clarified the current arrangements with respect to the BMP and also the use of the data collected as part of the cost collection exercise.
3. In section 1, paragraph 5, we have provided an explanation of how feedback provided will be taken forward and published within an revised FAQ document where appropriate.
4. We have added 'Section 2 – Summary of Tariffs for 2015-16'. This provides a summary of the tariffs and also details the change to the undergraduate medical tariff for 2015-16.
5. Within section 2, paragraphs 6 and 7, we have provided an explanation of the efficiency savings required as part of the 2015-16 tariffs.
6. In section 2, paragraph 7, we have confirmed that the salary costs associated with the postgraduate tariff are not multiplied by MFF, only the placement fee.
7. In section 2, paragraph 9, an explanation has been added around the freezing of the postgraduate and non-medical tariffs.
8. In section 3 (paragraphs 11, 12 and 13) we have set out the legal responsibilities in relation to the tariff to reflect legislation within the Care Act 2014.
9. In section 4, paragraph 18, we have provided a link to the DDRB guidance as per feedback received.
10. In section 4, paragraph 19, we have included '(including time for clinical exams and study leave)' as per feedback received.
11. In section 4, paragraph 23, we have clarified the policy on funding for NHS versus non-NHS funded placements and included the text 'in any setting within these organisations for example laboratories', in response to feedback received.
12. In section 4, paragraph 25, we have included further detail around direct costs covered by tariffs as follows;

- Clinical placement added to direct staff teaching time
- Trainee study leave added 'and time for clinical exams'
- Course fees added '(as required to achieve professional registration)'
- Added;
 - In-course feedback and assessment
 - Formal examining
 - Staff training and development relating to their educational role

13. In section 4, paragraph 26, we have added Directors of Medical Education/Associates under Education Support in response to feedback received.
14. In section 4, paragraph 27, we have included details on the work taking place to identify tariff specific lists for included and excluded items.
15. In section 5, paragraph 31, we have included the information provided within section 2 on the efficiency savings to be made for the non-medical tariff for 2015-16.
16. In section 5, paragraph 32 we have changed 'Radiographer/Radiotherapist' to 'Diagnostic Radiographer/Therapeutic Radiographer' following feedback received.
17. In section 5, paragraph 33, we have included 'subject to local agreement' with respect to salary support.
18. In section 6, paragraph 36, we have included the information provided within section 2 on the new arrangements for the undergraduate medical tariff for 2015-16.
19. In section 7, paragraph 39 we have included the information provided within section 2 on the efficiency savings to be made for the postgraduate medical tariff for 2015-16.
20. In section 7, paragraph 40, we have added 'Ministry of Defence training posts' to the list of exclusions for postgraduate medical tariff.
21. In section 7, paragraph 40, we have clarified how tariff funded posts and individuals should be treated. Within this paragraph we have also clarified the policy on vacant posts.

22. In section 8, paragraph 44, we have the process for volume changes in respect of transitional arrangements.

23. In section 8, paragraph 45 we have clarified how data collected as part of the cost collection exercise will be used.