

## Funding Model and Approach

- a) Seek expressions of interest of numbers of PA trainees from Providers on an individual or joint health economy basis
- b) Expressing an interest to include agreement by Provider(s) of funding/match funding student programme fees i.e. £18k total for individual Provider, £9k match funded agreement per PA over the two year training period
- c) Expressing an interest to include agreement to employ on satisfactory completion into a 12 month internship, contributing 50% of salary costs (25% if match funded joint appointment)
- d) Twelve month internship to reflect appropriate clinical placement exposure to future working environment (i.e. be based with sponsoring provider)
- e) HENW to fund student living costs at AfC Band 4 for the two years of university training
- f) HENW to fund a placement rate to Provider(s) consistent with postgraduate training rate (i.e. £12k pro rata). Given the national curriculum requirement for minimum clinical hours across acute and primary/ community sectors this will translate to c.£3-5k each year dependant on placement setting
- g) Once qualified, HENW to fund 50% salary costs at AfC Band 6 internship, to be matched by employer(s) for 12 months
- h) On satisfactory completion of Internship year, Provider(s) assume responsibility for employment including full salary costs at AfC Band 7 (national pay band), CPD etc.

**Table 1**

	Individual Provider	Joint Provider	HENW	HENW Cost x 60
<b>Year 1</b>	£9k programme fees offset by c.£3-5k HENW placement tariff	£4.5k programme fees offset by c.£3-5k HENW placement tariff	£5k placement tariff + £18k salary costs at Band 4	£1.38m
<b>Year 2</b>	Same as above	Same as above	£5k placement tariff + £19k salary costs at Band 4	£1.44m
<b>Year 3</b>	£13k salary contribution, 50% of Band 6	£6.5k salary contribution, 25% of Band 6	£13k salary contribution, 50% of Band 6	£780k
<b>On completion</b>	£31k, full salary costs at Band 7	£15.5k, match funded joint appointment	Nil	£3.6m to deliver 60 PAs over 3 years  £60k per PA over 3 years

The funding model is influenced by the considerations listed above and aims to best manage any risks of poor recruitment, retention on programme and employment on completion.

Proposals to manage the potential quality of PA provision, given this will be out-with commissioning contract arrangements, include the fundamental requirement for programme provision to comply with both the national curriculum outcomes as well as local criteria to incorporate clinical placement provision of 50% in each year of the programme and for that exposure to be tailored to the sponsoring Provider i.e. secondary and primary care where appropriate. Sponsoring Providers pursuing provision which fails to meet these requirements, will not be eligible to access the funding support agreed.

To achieve the balance of being responsive to service demand and creating an attractive 'offer' to both students and Providers, HENW proposes this funding model as an interim arrangement for up to a maximum of 60 places in 2015/16 and withholds the right to flex future funding arrangements (beyond those committed to in 2015/16), pending a national plan. Should initial demand exceed 60 places, HENW will explore the feasibility of meeting the required demand.

Further development of the implementation plan is now required to progress to suitable recruitment in 2015/16.

Kirstie Baxter  
Head of workforce Transformation

15<sup>th</sup> May 2015