



National Health Service in Scotland
Management Executive

St. Andrew's House
Edinburgh EH1 3DG

Dear Colleague

FUNDING OF NURSING AND MIDWIFERY
EDUCATION AND TRAINING: 1993-94
ALLOCATIONS

Summary

1. In his letter of 18 December 1992 about the financial allocations for 1993-94 for the Hospital and Community Health Services, the Director of Finance indicated that the Directorate of Manpower would issue further information about the allocations for 1993-94 for pre-registration nursing and midwifery education and training (previously provided by the National Board for Scotland) and the conditions which would apply to these allocations.

Action

2. Health Boards, Units and NHS Trusts should note the contents of Annex A attached and take action as necessary.
3. This Circular should be copied to Unit General Managers for action.

Yours sincerely

A J MATHESON
Director of Manpower

5 March 1993

For action:
General Managers,
Health Boards

Unit General Managers

Chief Executives &
Chief Executives
Designate, NHS Trusts

For information:
Directors of Nurse
Education/Principals

Chief Area Nursing
Officers

General Manager,
Common Services Agency

General Manager, State
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FUNDING OF NURSING AND MIDWIFERY EDUCATION AND TRAINING

Background

1. In MEL(1992)34 dated 16 July 1992, Health Boards were asked to put in hand arrangements to assess the manpower needs for their areas and to assess the estimated cost of the necessary pre-registration nursing and midwifery education and training (E & T) for 1993-94. To that end, Health Boards were asked to submit manpower and financial information to the Management Executive by 30 September 1992. The financial information requested covered not only the expenditure currently met by funding from the National Board for Nursing, Midwifery and Health Visiting for Scotland (NBS) but also the costs of training currently not charged against NBS expenditure but met from within the main HCH vote. The latter information was sought to enable us to consider whether it would be feasible to identify and ring-fence the total cost of training for 1993-94 and to identify an average student unit cost.

Basis of 1993-94 E & T Allocations

2. In the event, the quality of the returns from Boards was variable and the absence of some returns by the deadline meant that it was not possible before the issue of the allocations to identify, with an acceptable degree of accuracy, the total costs of training, including that currently within the main HCH vote. The allocations to Health Boards in 1993/94 are therefore intended to cover only the items currently funded by the NBS except as detailed in paragraph 5 below. They are not, subject to paragraphs 6 and 7 below on redundancies, intended to cover items currently met from the main HCH vote or capital charging which remain the responsibility of Health Boards in 1993-94. In the coming months, we will be undertaking further work on monitoring and identifying total costs with the intention of ring-fencing the total costs of pre-registration training for the 1994-95 allocations.

Contracts for Pre-Registration Nursing and Midwifery Education and Training

3. The allocation is the maximum funding available to enable Boards to enter into contracts with Colleges for pre-registration training and is not available for any other expenditure. Any unspent funds will require to be surrendered to the Management Executive. Boards will be expected to enter into realistic contracts for training with Colleges and copies of the contracts should be submitted to the Directorate of Manpower by 30 June 1993.

Funding of Teacher Preparation and Certain Posts in Higher Education

4. As indicated in the allocation letter of 18 December, the allocations are net of the costs of the funding of certain posts in higher education and of teacher preparation. This funding will continue to be allocated by the NBS. Since, however, the numbers undertaking teacher preparation from each College are not constant year on year, further adjustments may have to be made to the E & T and NBS teacher preparation allocations. This will mean that if a Board has more teachers in training in 1992-93 than in 1993-94, an additional allocation will have to be made for 1993-94 for the salaries returning to the E & T funding. Similarly a reduction in

the E & T allocation will apply if a Board has fewer teachers in training for 1992-93 than in 1993-94. We understand from the NBS that it will not be possible to determine the actual figures for teacher preparation places until June 1993. Health Boards are asked, therefore, to bear this issue in mind pending notification of a detailed adjustment in due course.

Redundancy Costs and Staffing Levels

5. We have received enquiries from Boards who are rationalising staff about the costs of redundancies of staff in Colleges of Nursing and Midwifery. All Boards are advised that, in letting contracts with Colleges, they should have regard to the Management Executive's view that Colleges are expected to have achieved a student:teacher ratio of 15:1 for pre-registration nursing programmes and 12:1 for midwifery programmes by 1 April 1994.

6. Under the arrangements set up some years ago, the responsibility and financial resources for meeting the cost of redundancies were transferred from the Management Executive to Health Boards. Since College staff are Health Board employees, the costs of any such redundancies are the responsibility of the Health Board. If, however, a Board finds that the cost of its 1993-94 pre-registration training is less than its allocation, it will be allowed to put the difference towards meeting any College redundancy costs. Orkney and Shetland, and Western Isles Health Boards should be aware that their E & T allocations for 1993-94 were split proportionately with Grampian Health Board and Highland Health Board respectively and will therefore reflect the 1992-93 levels of staffing in Foresterhill College and Highland College respectively. In the event of redundancy costs arising for either of these Colleges in 1993-94, it will be equitable for each purchasing Health Board to make a proportional contribution from its E & T allocation.

Funding of Post-Registration of Education and Training

7. Consideration is still being given to the arrangements for the funding of post-registration training in the light of recent reports on this subject. The current arrangements whereby Health Boards employ staff within the Colleges of Nursing and Midwifery who are engaged in the provision of post-registration and continuing education and training and pay their salaries will therefore continue. Nevertheless, the responsibility for the purchase of post-registration and continuing education and training lies with the employer, and provider Units and Trusts will be expected to let contracts with providers of education to this end. Given the emphasis placed in Framework for Action on the empowerment of staff, all Units and Trusts should ensure that appropriate emphasis is given to such training in their planning.

Directorate of Manpower
5 March 1993