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To directors of finance and directors of HR /
workforce

19 May 2020

Dear colleague

Funding for employing students for the COVID-19 response

We are working – alongside NHS Employers, education providers, statutory regulators, royal colleges, unions and the Council of Deans of Health – with NHS providers to enable students to undertake paid placements/work opportunities to support NHS services while remaining on their training programme.

The previous system of supernumerary placements has been suspended. Instead these students will now need to be contracted by NHS employers and will incur the usual employment costs (salaries, pension contributions, on-costs, travel and expenses related to work activity).

Some trusts have sought clarification over the funding arrangements to cover these costs. NHS England and NHS Improvement will treat these costs as reasonable additional costs of the COVID-19 response, providing:

- they are attributable to the national policies for the deployment of students
- they contribute to the COVID-19 response
- trusts only claim excess costs
- trainees are put into vacant posts where possible
- costs are only claimed up to 31 July 2020, as regular student placements should resume for the new academic year. Any students delivering services after this date would be entitled to be paid.

Please note:

1. Receiving payment for undertaking the new format of placement is important for supporting and protecting the student. Entering into an NHS contract means a student can access essential employee benefits (primarily death in service, pension).
2. Expenses for employed students related to their academic activity should continue to be claimed by students through the established methods where appropriate (eg Learner Support Fund).
3. HEE wrote to all NHS trusts on 18 March 2020 to notify them of making a block three-month Quarter 1 payment to them on account; calculated as 25% of the value of the Learning and Development Agreement education and placement activity they supported in 2019/20. The payment should have reached all NHS trusts before 15 April 2020. Further information on HEE's approach to Quarter 1 2020/21 financial support for NHS trusts can be found [here](#). HEE plans to continue to fund placement costs in Quarter 2.

Yours sincerely



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Julian Kelly

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