

Graduate Management Training Scheme – Expansion 2019 Intake

Key Information & Q&A



Working with

Health Education England

www.leadershipeastmidlands.nhs.uk



Key Information

- The Department of Health and Social Care officially mandated Health Education England in conjunction with its responsibility for hosting the Academy, to increase the size of the annual intake on to the NHS Graduate Management Training Scheme. In 2018 the intake was increased to 200 with a further expansion to 500 trainees taking place in 2019.
- To secure the future of the GMTS expansion to an intake of 500 trainees starting every year, the academy has been allocated additional funding via Health Education England and NHS Improvement in agreement with the Department of Health and Social Care.
- However the additional funding will not meet the entire expansions costs and therefore the current GMTS fully funded model will change to a co-funding model, meaning host organisations will be asked to share some of the costs.
- Host organisations will be required to pay a contribution of 24k per trainee to cover their duration of their time on the scheme (approx. 12k per annum). It was originally hoped that the apprenticeship levy could be drawn down by organisations to be used towards this contribution. However it has now been confirmed that this is not the case and the **apprenticeship levy cannot be used** in this way.
- This year we are looking for system placement bids to cover the duration of trainee's time on the scheme (2 – 2.5 years). This could be a partnership or collaborative bid within an STP/ICS. Of the organisations involved in hosting the trainee one needs to be identified as the lead organisation. The lead organisation will be responsible for paying the full 24k costs and will then need to recoup the costs apportioned to partnering organisations.
- We are moving away from the previous accreditation process and instead moving towards an assurance process. As we are looking for a larger number of placements the focus will be on assuring the bids received and identifying areas of support and development required for those that raise concerns over their scope and/or quality.
- The assurance process will be made up of 3 stages.
 1. Statement of intent to host and commitment to pay – Online form (link has been sent out.) Must be completed by **15th March 2019**
 2. Statement of bid particulars – online form to outline further bid information such as programme and placement managers along with placement details.
 3. Quality Assurance



Q&A

1. Can we partner with different organisations for each speciality and how do we express this on the online form?

Yes you can partner with a different organisation for each specialty. However you can only partner with one organisation per specialty. The online form asks you to list how many trainees for each specialty the bid is for and which organisation you will be partnering with for each specialty.

2. What does the online form mean when it states ‘partner as lead or lead as partner will be considered additional not duplicate bids and will be liable for all commitments bid for if successful.’

Organisations that are partnering in order to host a trainee must agree who will be the lead organisation and only they should submit the online bid.

For example:

- Organisation A and Organisation B are partnering to host 1 trainee.
- Organisation A puts in a bid using the online form naming themselves as the lead organisation and organisation B as the partnering organisation.
- Organisation B also put in the bid using the online form but names themselves as the lead organisation and organisation A as the partnering organisation.
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Because each organisation has put in a bid each naming themselves as the lead they would be viewed as two separate bids rather than duplicates. If both bids were successful the organisations would be liable for all commitments to both bids.

3. Where will the employment liabilities sit? Will they remain with the Business Services Authority or will they pass to the lead employer?

The trainees will still be employed by the Business Services Authority and so employment liabilities will remain with them.

4. How will we go about drawing down the apprenticeship levy towards the 24k contribution?

Unfortunately you will not be able to draw down the apprenticeship levy to help with the 24k contribution.



5. What if we can only host a trainee for 1 year and cannot find an organisation to partner with?

If you are struggling to find an organisation to partner with please the East Midlands Leadership Academy who may be able to help you connect with other organisations.

6. Will the scheme still run in the same way, with the first placement being operational and the second placement strategic?

Yes it is still important that trainees have an experience that is reflective of the diversity of the NHS in its current form. First placements will tend to be more operationally focused and as trainees move into their second placement their development needs are more strategic.

7. My organisation is not 100% sure it can commit to a trainee. Can I put in a bid to make sure I don't miss out and then pull out later on in the process if its not viable?

We will be offering trainees contracts of employment based on the bids we receive from organisations. Therefore please only submit the statement of intent to host and commitment to pay form if you are sure you can commit to hosting a trainee and the 24k contribution.

If you would like to host a trainee but cannot commit by March 15th please contact the East Midlands Leadership Academy to discuss further.