



NHS Wales Bursary Scheme

Terms and Conditions

For students commencing studies from May 2025

Version 5

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Clauses

Please read through these Terms and Conditions carefully

1. Parties

- 1.1. This is a contract between You (“Student”) and Velindre NHS Trust acting through NHS Wales Shared Services Partnership (“Velindre”).

2. Background

- 2.1. The Welsh Government, through NHS Wales, funds the education and training for a range of Health Education Courses, as set out in **Schedule 1** of this agreement.
- 2.2. The purpose of the NHS Wales Bursary Scheme (“**the Scheme**”) is to provide financial support for students who are studying Health Education Courses and to incentivise them following qualification to work within the health care sector in Wales. The Scheme is made available to students who have been offered places on Health Education Courses in accordance with the terms and conditions of the Agreement.

3. Definitions and Interpretation

- 3.1. **Definitions**
 - 3.1.1. **Agreement:** means this agreement and the attached Schedules.
 - 3.1.2. **NHS Wales Bursary Scheme (The Scheme):** A scheme that provides funding for healthcare students on NHS funded courses in Wales.
 - 3.1.3. **Commissioners:** Representatives from the NHS Wales Shared Services Partnership, on behalf of Velindre NHS Trust of Unit 2, Charnwood Court, Parc Nantgarw, Nantgarw, Cardiff, CF15 7QZ.
 - 3.1.4. **Health Education Course:** One of the Welsh funded courses set out in **Schedule 1** of this agreement.
 - 3.1.5. **NHS Wales Agreed Provider:** An education provider who is contracted by Velindre acting through NWSSP to deliver Health Education Courses as outlined in **Schedule 1**.
 - 3.1.6. **Pre-Registration Programme:** Those courses listed in **Schedule 1**.
 - 3.1.7. **Profession:** A role requiring the qualification for which you have studied in a Health Education Course.
 - 3.1.8. **Repayment Provisions:** As defined in clause 12 of this agreement.
 - 3.1.9. **Required Period:** As defined in clause 10.1 of this agreement.
 - 3.1.10. **Scheme:** as defined in clause 2.2 of this agreement.
 - 3.1.11. **Student Streamlining:** The process managed by NWSSP to assist new registrants into appropriate posts

- 3.1.12. **Successful Completion of the Health Education Course:** Written confirmation received confirming that the Health Education Course is successfully completed.
- 3.1.13. **Suitable Employment:** As defined in clause 11 of this agreement.
- 3.1.14. **Student:** As defined in clause 1 of this agreement.
- 3.1.15. **System:** As defined in clause 5.1.2 of this agreement.
- 3.1.16. **Welsh Domiciled:** An individual who was ordinarily domiciled in Wales prior to being offered a place on a programme with an NHS Wales Agreed Provider
- 3.1.17. **Working Day:** Monday to Friday, excluding any public holidays in England and Wales
- 3.2. A person includes a natural person, corporate or unincorporated body (whether or not having separate legal personality).
- 3.3. The Schedules form part of this agreement and shall have effect as if set out in full in the body of this agreement. Any reference to this agreement includes the Schedules.
- 3.4. Unless the context otherwise requires, words in the singular shall include the plural and, in the plural, shall include the singular.
- 3.5. Unless the context otherwise requires, a reference to one gender shall include a reference to the other genders.
- 3.6. References to clauses and Schedules are to the clauses and Schedules of this agreement.
- 3.7. If there is a clear and irreconcilable difference between the agreement and the Schedules, the agreement shall take precedence.
- 3.8. **The deadline for applying for funding clause 9.3:** is defined as when the student has submitted an online bursary application and received an email through the online system confirming the evidence they needed to provide.

4. Funding and Applicable Courses

- 4.1. The funding available via the Scheme which is subject to the terms and conditions of the agreement includes:
 - 4.1.1. The tuition fees of your Health Education Course; and
 - 4.1.2. A bursary for living costs, as set out in the current NHS Wales Bursary Scheme (available at [NHS Wales Bursary](#)) including:
 - £1,000 non-means tested grant
 - A means tested bursary
 - If eligible, you will be supported for costs such as travel, accommodation (whilst on placement), Childcare, Disabled Student Allowance, Dependents Allowance and Parental Learning Allowance
 - 4.1.3. If eligible, you will have access (separately) to a maintenance loan, subject to the Student Loans Regulations. Eligible, full-time, Welsh Domiciled students may be eligible for the full maintenance loan from Student Finance Wales. All other UK applicants may be eligible for a

reduced rate student maintenance loan from the relevant funding body in their home country.

- 4.2.** You can only apply for the NHS Wales Bursary Scheme if:
- You are a UK National or have been granted Indefinite Leave to Remain in the UK
 - You are an Irish National or have been granted Indefinite Leave to Remain in Ireland

5. Criteria for the Scheme

- 5.1.** To join the Scheme and access the funding as detailed in clause 4.1 you are required to:
- 5.1.1.** Have received an offer of a training place on a Health Education Course; and
- 5.1.2.** Record your intent to apply for an NHS Wales Bursary by creating an account on the NHS Wales Student Bursary System ('the System') at NHS Students Wales in accordance with clause 6.1; and
- 5.1.3.** Within ten weeks of commencement of the Health Education Course, commit to working within Wales following completion of your course in Suitable Employment for the Required Period (as detailed in clause 10.1 of this agreement).
- 5.2.** If you do not feel that you can commit to this Required Period of Suitable Employment, you will not be eligible for the Scheme. However, you will still be able to study in Wales and you will be able to access the following support:
- 5.2.1.** If you are a Welsh Domiciled student and you do not wish to commit to working within Wales on completion of your Pre-Registration Programme course, you may be eligible to apply for the undergraduate student support package available from Student Finance Wales.
- 5.2.2.** If you are a non-Welsh Domiciled student and you do not wish to commit to working within Wales, you will continue to be eligible to study in Wales, but you will need to secure funding from an alternative source. This may include funding from the relevant funding body in your home country or to self-finance.

6. Registration

- 6.1.** If you are studying on a Health Education Course, as set out in **Schedule 1** of this agreement, you must enrol on the System in accordance with its terms.

- 6.2.** If you fail to register via the System, you will not be eligible to apply for the Scheme and you will not be eligible to apply for access to the student finance arrangements.

7. Transferring Course

- 7.1.** If you wish to transfer the Health Education Course to another NHS Wales Agreed Provider permission must be sought from your existing NHS Wales Agreed Provider and the Commissioners in advance. If the new course is also a Health Education Course in Wales, funding may continue.
- 7.2.** If you wish to transfer to another course within the same NHS Wales Agreed Provider permission must be sought from your NHS Wales Agreed Provider and the Commissioners in advance. If the course is a Health Education Course in Wales, funding may continue. If the course is not a commissioned Health Education Course or is based outside of Wales, you will be classified as discontinuing your course. Students enrolled on undergraduate Pre-Registration Programmes are eligible for a maximum of three years of funding unless they have mitigating circumstances confirmed by their NHS Wales Agreed Provider. If you change course part way through your training and need more than three years to complete your training, then you will be required to self-fund the additional training required.

8. Additional Bursary Funding

- 8.1.** If you have enrolled on a commissioned undergraduate Pre-Registration Programme you are eligible for a maximum of three years of funding unless you have mitigating circumstances confirmed by the NHS Wales Agreed Provider. If you change to a different commissioned course part way through your training and need more than three years to complete your training, then you will be required to find another funding route for the additional training required.
- 8.2.** Any additional funding through the NHS Wales Bursary Scheme must be agreed via Your NHS Wales Agreed Provider. Your NHS Wales Agreed Provider must be able to provide rationale for why a student might require additional funding, e.g., confirmation of mitigating circumstances where a resit is necessary.

9. Funding

- 9.1.** For those who wish to opt out of the NHS Wales Bursary Scheme, in order to apply for the full maintenance loan detailed in clause 5.2 (i) you

will need a unique reference number which is only generated by the System.

- 9.2.** Once you have applied for and accepted funding from the Scheme you will be unable to change your funding route, unless there are exceptional circumstances. In exceptional cases, your application to change funding route will be considered through an appeals mechanism, pursuant to clause 14 of this agreement. On completion of your Health Education Course, you will be liable to either work in Wales for a period of time dependant on the amount of bursary you have received, or repay an amount of the bursary, in accordance with **Schedule 2**, if you opt to work outside of Wales upon completion of your Health Education Course.
- 9.3.** The deadline for applying for funding under the Scheme is ten weeks after commencement on a Health Education Course.
- 9.4.** If you have an interruption to your studies, your funding arrangement will cease for the period of the interruption, but the same funding arrangement will recommence on your return.

10. Commitment to work in Wales for the Required Period

- 10.1.** If you chose to access funding via the Scheme, you are required to commit to working within Wales in Suitable Employment for the term that is applicable to you below (each being a "Required Period"):
 - 10.1.1.** A period of two years within three months of Successful Completion of the Health Education Course, where the course is three years in duration or
 - 10.1.2.** A period of 18 months within three months of Successful Completion of the Health Education Course, where the course is two years in duration;
- 10.2.** You must, via the System, confirm electronically, within ten weeks of commencement of the Health Education Course, your commitment to work in Wales on completion of the Health Education Course.
- 10.3.** If you fail on completion of your studies to work within Wales for the Required Period (see clause 10.1 of this agreement), you will be subject to the Repayment Provisions as set out in clause 12 of this agreement.
- 10.4.** If you start employment in accordance with clause 11 but fail to complete the Required Period of work you will be subject to the Repayment Provision.

11. Suitable Employment

- 11.1.** Suitable Employment shall mean:
 - 11.1.1.** Employment based in Wales in the profession, at a band 5 or above, for which you have been trained; and

- 11.1.2.** Working in that employment for an average (which may include more than one Suitable Employment role) of 22.5 hours per week, or a minimum of 22.5 hours if holding only one post, unless there are exceptional circumstances which may be agreed on an individual basis with the Commissioners via the HEIW Review and Appeals process.

12. Repayment Provisions

- 12.1.** You will be liable to repay an element of, or all, the funding provided under the Scheme, pursuant to **Schedule 2** of this agreement, in the following circumstances:
- 12.1.1.** You fail to take up Suitable Employment within three months of successful completion of the Health Education Course, and have fully engaged in recruitment opportunities organised by HEIW and NWSSP;
- 12.1.2.** You fail to maintain Suitable Employment for the Required Period following completion of the Health Education Course;
- 12.1.3.** If your employment, post completion of your course, is not found to comply with the terms of this agreement;
- 12.1.4.** You are requested to repay monies paid to you via the Scheme in accordance with these terms and conditions (by way of example only, pursuant to clauses 7.2, 8.3.3, 8.3.4)
- 12.2.** The amount of repayment will be on a sliding scale, which is detailed in **Schedule 2** of this agreement.
- 12.3.** If you are subject to Repayment Provision under this agreement, the debt becomes repayable by you in full within three months of you being notified of the debt owed, unless the provision of clause 12.4 apply. It is your responsibility to fund such a repayment.
- 12.4.** In exceptional circumstances, you may request an extended repayment period. This is upon the proviso that you will be asked to contact a debt counselling charity/organisation to work with you in order to establish an affordable repayment plan. The repayment plan can be considered and agreed via the appeal process on a case-by-case basis.
- 12.5.** There are limited circumstances whereby you may be exempt from making a repayment of the funding (whether in part or in full), although this will be strictly subject to the HEIW Review and Appeals policy completed on a case-by-case basis. Such limited circumstances include the following:
- Insufficient Suitable Employment available in Wales upon completion of your Health Education Course. You will be required to demonstrate that you have made reasonable efforts to secure employment. Consideration will be given to the number of vacancies available in each profession towards the end of your programme
 - Ill Health preventing you from working within the profession for which you have trained

- Caring responsibilities that changed or commenced during your studies and would restrict your ability to work in Wales

13. Right to Change Your Mind

- 13.1. You have the right to change your mind and elect not to receive the Bursary provided that written notice is given to the Student Awards Service within ten weeks of commencement of the Health Education Course. Where such notice is provided, you will no longer be required to commit to obtaining Suitable Employment within Wales pursuant to clauses 10 and 11; and
- 13.1.1. In the event you have received all or any part of the NHS Wales Bursary Scheme maintenance payments prior to providing the written notice to the Students Awards Service in accordance with Clause 13.1, you must return the funds within five working days of the date of your notice issued pursuant to Clause 13.1.

14. Appeals Process

- 14.1. If you disagree with a decision made by the Commissioners, in respect of the Scheme you have a right to a Review and Appeal as defined within the HEIW Bursary Review and Appeal policy
- 14.2. The appeal mechanism, can be found on the HEIW website [NHS Wales Bursary Appeal Policy](#)

15. Force Majeure

- 15.1. No party shall be in breach of this agreement nor liable for delay in performing, or failure to perform, any of its obligations under this agreement if such delay or failure result from events, circumstances or causes beyond its reasonable control. In such circumstances the time for performance shall be extended by a period equivalent to the period during which a performance of the obligation has been delayed or failed to be performed.

16. Entire Agreement

- 16.1. This agreement constitutes the entire agreement between the Parties and supersedes and extinguishes all previous agreements, promises, assurances, warranties, representations and understandings between them, whether written or oral, relating to its subject matter.

17. Variation

- 17.1.** No variation of this agreement shall be effective unless it is in writing and signed by the Parties (or their authorised representatives).

18. Jurisdiction

- 18.1.** This Agreement shall be governed by and construed in accordance with the Law of England and Wales, as it applies in Wales and each party irrevocably agrees that the courts of England and Wales shall have exclusive jurisdiction to settle any dispute or claim (including non-contractual disputes or claims) arising out of or in connection with this agreement or its subject matter or formation.

Schedule 1: Health Education Courses and Location of Delivery

List of courses funded by Welsh Government, through NHS Wales, and those assessed as receiving the full funding under the Scheme and therefore subject to the commitment to work in Wales following completion of a Health Education Course.

<u>COURSE</u>	<u>TYPE AND LENGTH</u>	<u>CURRENT PROVIDER</u>
<u>ALLIED HEALTH PROFESSIONS</u>		
Dietetics	BSc – Full Time	Cardiff Metropolitan University Wrexham University
	PG Dip – Full Time	Cardiff Metropolitan University
Occupational Therapy	BSc – Full Time	Cardiff University Wrexham University Swansea University
	BSc – Part Time	Wrexham University Swansea University University of South Wales
	PG Dip/MSc – Full Time	Cardiff University
Paramedic Science	BSc – Full Time	Wrexham University Swansea University
Physiotherapy	BSc – Full Time	Cardiff University Wrexham University
	BSc – Part Time	University of South Wales
	PG Dip/MSc – Full Time	Bangor University Cardiff University
Podiatry	BSc – Full Time	Cardiff Metropolitan University
Speech and Language Therapy	BSc – Full Time	Cardiff Metropolitan University Wrexham University
<u>HEALTHCARE SCIENCE: PTP</u>		
Audiology	BSc – Full Time	Swansea University
Cardiac Physiology	BSc – Full Time	Swansea University
Clinical Engineering (Rehabilitation and Medical Engineering)	BSc – Full Time	Swansea University
Diagnostic Radiography	BSc – Full Time	Bangor University Cardiff University
Life Science – Blood, Infection, Cellular and Genetics	BSc – Full Time	Cardiff Metropolitan University
Neurophysiology	BSc – Full Time	Swansea University
Nuclear Medicine	BSc – Full Time	Swansea University
Radiotherapy Physics	BSc – Full Time	Swansea University

Operating Department Practice	BSc – Full Time	Wrexham University Swansea University University of South Wales
Radiotherapy and Oncology	BSc – Full Time	Cardiff University
Respiratory and Sleep Science	BSc – Full Time	Swansea University
<u>NURSING AND MIDWIFERY</u>		
Adult	BSc / BN – Full Time	Aberystwyth University Bangor University Cardiff University Wrexham University Swansea University University of South Wales
	BSc / BN – Part Time (Part time Bursary available however most students are NHS employed with salary backfill funding)	Aberystwyth University Bangor University Swansea University University of South Wales Wrexham University
	MSc / PG Dip – Full Time	Cardiff University Wrexham University Swansea University University of South Wales
Child	BSc / BN – Full Time	Bangor University Cardiff University Wrexham University Swansea University University of South Wales
	MSc / PG Dip – Full Time	Cardiff University Wrexham University Swansea University University of South Wales
Mental Health	BSc / BN – Full Time	Aberystwyth University Bangor University Cardiff University Wrexham University Swansea University University of South Wales
	BSc / BN – Part Time (Part time Bursary available however most students are NHS employed with salary backfill funding)	Aberystwyth University Bangor University Swansea University Wrexham University
	MSc / PG Dip – Full Time	Cardiff University Wrexham University Swansea University University of South Wales

Midwifery	BSc / BN – Full Time	Bangor University Cardiff University Swansea University University of South Wales
Learning Disability	BSc / BN – Full Time	Bangor University Swansea University University of South Wales
Dispersed Nursing	BSc – Full Time (Some students are NHS employed with salary backfill funding)	Bangor University Swansea University
Distance Nursing	BSc – Full Time	Bangor University
<u>OTHER</u>		
Dental Hygiene and Therapy	BSc – Full Time	Cardiff University
Dental Therapy	BSc – Full Time	Bangor University
Dental Hygiene	HE Cert – Full Time	Bangor University Cardiff University
Physician Associate	MSc / MPAS – Full Time	Bangor University Swansea University

Schedule 2: Repayment Schedule

REPAYMENT SCHEDULE IN ACCORDANCE WITH NHS WALES BURSARY SCHEME FUNDING AGREEMENT

	Amount of Funding Repayable	
	3 Year Course	2 Year Course
1. Completes Health Education Course but does not work in Wales in accordance clauses 10.1, 10.3 and 12.1.2 of the Bursary Terms and Conditions.	£25,500	£17,000
2. Leave Suitable Employment as set out in clauses 10.4 and 12.1.3 of the Bursary Terms and Conditions prior to fulfilling the employment commitment.		
i. Leave within the first 6 months	£25,500	£17,000
ii. Leave after 6 months but before 1 years' service completed	£19,125	£12,750
iii. Leave after 1 year but before 18 months service completed	£12,750	£8,500
iv. Leave after 18 months but before 2 years' service completed	£8,500	NIL
v. Leave after 2 years' service	NIL	NIL
3. Transfer funding options part way through the Health Education Course as set out in clauses 9.2 of the Terms and Conditions.		
i. During or at the end of the first year of your Health Education Course you can elect to either a) pay back the sum of £8,500 or b) work in Suitable Employment in Wales for 8 months on completion of your Health Education Course.	£8,500	£8,500
ii. During or at the end of the second Year of your Health Education Course you may elect to either: a) pay back the sum of £17,000 or b) work in Suitable Employment in Wales for 18 months on completion of your Health Education Course.	£17,000	£17,000