



## **Questions and Clarification on the Wales NHS Bursary**

The Chartered Society of Physiotherapy has developed [a position statement on the Wales NHS Bursary](#), which raises questions and looks for clarity and assurance from Welsh Government.

The position statement raises the following questions, which have been put to Welsh Government.

1. How will NHS Wales ensure the 2-year tie-in happens? What is the process for monitoring and tracking graduates?
2. How will NHS Wales ensure prospective students know the options available to them and how the Wales NHS bursary sits in parallel with alternative options available to them?
3. How does NHS Wales explain the ramifications of what happens in relation to paying back the Wales NHS bursary if, for some reason, they are not able to stay for 2 years?
4. How does NHS Wales ensure prospective students stay and work across the whole of Wales and not just in certain areas? How will this be done equitably across all professions?
5. What is the rationale for including bank/agency working as fulfilling the scheme terms and conditions? What if there are some gaps in being able to find bank/agency work during the 2-year period?
6. Why are those opting to stay but who decide to go into specific postgraduate study not being included?
7. How will NHS Wales ensure there will be enough jobs in Wales to accommodate all those who have opted to receive the Wales NHS bursary?
8. Will NHS Wales give preference to those who have taken up the Wales NHS bursary in relation to appointment to jobs over those who have not taken up the Wales NHS bursary?
9. Will employers in NHS Wales be obliged to take graduates who have taken up the Wales NHS bursary? In this scenario – what if an employer doesn't want to offer employment to particular graduates, as they would rather take the best candidate for the job?

10. Will the use of an NHS Wales bursary deter graduates from other parts of the UK applying for jobs in Wales? (the view being taken that it is pointless applying as all the jobs are being held for Welsh graduates)
11. Will students in Wales be advised not to train elsewhere in the UK if they wish to apply for a job in Wales on graduation? Who will advise them?
12. Could the NHS Wales bursary, for some professions, lead to a difficulty in attracting the workforce of the future? There is a possibility that the scheme will put off prospective students (when they have other options), or prospective graduate applications for healthcare jobs in Wales.
13. Does NHS Wales have a long term strategic approach to workforce supply and demand that is:
  - Sustainable
  - Responds to population/patient needs
  - Takes account of changing models of care
14. In the workforce planning process, development and investment, how will NHS Wales ensure some certainty for education providers so they can plan effectively for the future?
15. Are there equal opportunities issues in relation to the manner in which graduates from other parts of the UK can potentially secure employment in Wales? The NHS Wales bursary appears to work against an equal opportunity for graduates, regardless of where they train, accessing work.
16. Are there equal opportunity issues in relation to those who take it up? For example, does it perhaps disproportionately disadvantage those from particular backgrounds or in certain circumstances such as those with caring commitments?

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