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End of project report: Psychology Graduates – Mental Health Nursing

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1. Executive Summary

The purpose of this work is to explore barriers potentially preventing psychology graduates from becoming mental health nurses and solutions for overcoming those barriers. Previous research¹ found that undergraduate psychology students are interested in a career in mental health, particularly clinical psychology. Clinical Psychology is very competitive so not all psychology graduates interested in a mental health career will be successful. This means there is a pool of people who could be diverted into mental health nursing, and other careers, that could be targeted more effectively.

This work follows an initial rapid review which we undertook that identified barriers for psychology graduates to enter mental health nursing accelerated postgraduate courses in February 2020. The project objectives are to further explore the barriers identified in the rapid review and identify potential solutions, namely:

- Entry requirements (practice hours)
- Funding opportunities and barriers
- Information and Awareness

Key findings and pressing recommendations are listed below, additional recommendations are within the main report.

1.1 Key findings and recommendations

1.1.1 Course places

Key Findings

- A sample of courses (18 of 30) suggests that application numbers are sufficient to fill existing places. This means additional places would be required to increase numbers entering by this route.

Recommendations

- HEE to explore the potential of working with HEIs to create additional course places

1.1.2 Entry requirements

Key Findings

- **Practice Hours**
 - 'Accelerated courses' take a minimum of 24 -26 months to complete and require 2300 hours of theory and 2300 hours of practice. Therefore accelerated courses require completion of 2-6 months of practice hours outside of the 2 academic years. This is in order to meet NMC registration requirements and are usually *prior* to the course in a clinical setting
 - 1 identified HEI (City, University of London) permits the practice hours to be completed *after* course completion

¹ (NCCMH, 2019)

Recommendations

- **Practice hours** - HEE to explore potential with HEIs for prospective students to undertake practice hours in the following models:
 - **During the course** - HEE to work with HEIs and Trusts to enable trainees to complete a proportion of the required practice hours during the course. We think it would be helpful to explore any potential around providing guaranteed employment during the course to make up practice hours in a healthcare setting.
 - **After the course** – this would remove the requirement from all but one HEI that a proportion of practice hours must be completed to be eligible for the course. Instead, this would enable trainees to be supported to complete their hours in a managed and supported manner.
 - These models, or a combination of both, would encourage prospective students who do not have the required practice hours in a health or care setting to apply for the course

1.1.3 Funding opportunities and barriers

Key Findings

- **Tuition fee and maintenance costs**
 - Cost to the student ≈ £25,000 due to 2-year course duration; significantly higher than most postgraduate degrees which are 1 year and ≈ £10,000
 - Students are eligible for the tuition fee and maintenance student loan, and receive a maintenance grant (non-repayable)
 - Grant separate from maintenance loan, £6,000 - £8,000 p.a.
 - Insufficient to cover full maintenance costs
 - Students are likely to still take out maintenance loan or work part time
 - It is important to note the comparison with IAPT training where course fees are paid and trainees receive salaries – this likely represents a more attractive option for many psychology graduates who will not need to accumulate additional debt.

Recommendations

- HEE to explore the potential supporting HEIs through infrastructure funding such as stipends to cover fees to increase the supply pipeline removing the disincentive of additional debt.

1.1.4 Information and Awareness

Key Findings

- **Lack of information and awareness, inaccuracies in data sources** about accelerated courses
- 3 main data sources identified on accelerated courses

- NMC
- UCAS
- Health Careers course finder
- Health Careers course finder is the most likely to be accessed by prospective students and the most accurate

Recommendations

- **HEE to carry out research on accelerated course cohorts to find out first-hand student experience and use this information to improve awareness and address any shortcomings**
- **To continue promoting Health Careers course finder**
 - To create a dedicated webpage about accelerated mental health nursing courses which includes; entry requirements, fees, what the course covers, salary and information on what mental health nursing entails as a job
- HEE to work with UCAS and NMC to make data consistent and accurate
- HEIs that provide both undergraduate Psychology degrees and postgraduate accelerated courses to **promote mental health nursing as a career pathway to undergraduate psychology students**

2. Background and introduction

Commissioned by Health Education England (HEE), we have been exploring barriers potentially preventing psychology graduates from becoming mental health nurses. This builds on our previous rapid review of postgraduate mental health nursing courses which identified these. The rapid review focused on post graduate courses as it was assumed that this would be the most likely route of entry for those already holding a degree. The following areas were identified in the rapid review for further analysis:

- Understanding entry requirements, specifically the practice hours requirement and how that impacts on psychology graduates
- Funding opportunities and barriers, financial modelling to meet the mental health nursing target via the postgraduate route by 2024/25
- Information and awareness on postgraduate mental health nursing courses

The rapid review is one strand of wider work exploring attitudes and barriers to mental health careers spanning two projects initially commissioned by HEE as distinct pieces of work – namely; Mental Health Careers and Attitudes to Mental Health Careers. The Psychology Graduates report in the former project established that many of them are interested in a career in mental health. However, this was largely limited to clinical psychology. The latter project, which is happening in parallel to this work is specifically looking at psychology graduates' attitudes to a career in mental health nursing as well as more general attitudes to a career in mental health.

This work seeks to bring these elements together to specifically understand steps that can be taken to encourage graduates, particularly psychology graduates, into mental health nursing careers. We are interested in attracting graduates as they represent a different population group providing a further pool of potential students for mental health nursing and bringing a different set of skills.

2.1 Related projects

As part of the HEE commissioned Mental Health Careers project in 2019/20, we commissioned the National Collaborating Centre for Mental Health (NCCMH) to undertake research with a focus on exploring how psychology graduates can be encouraged and supported to take up mental health roles in the NHS and which career pathways they can pursue.² A survey and focus group of students studying a BSc in psychology or a psychology-related topic at HEIs across England was undertaken:

- Survey
 - Total of 476 undergraduate psychology students responded to the survey
 - Predominantly female and white British
 - 85% of respondents specified a mental health career as their aim

² (NCCMH, 2019)

- Out of 395 students who elaborated on their mental health career goals, only 20 (5%) stated mental health nursing as a goal, with most interested in pursuing clinical psychology (51%)
- Focus group
 - 9 psychology students took part in the focus group
 - Students were attracted to psychology as a subject due to personal experience of mental health problems, a strong interest and/or passion for psychology as a topic, and a desire to work in an environment and specialty perceived as being helpful to other people
 - Financial prospects and earning potential were not regarded as motivating factors
 - Clinical and counselling psychology were desirable career options, but these careers are perceived as difficult to enter due to the competitive nature of training positions and financial constraints

These findings demonstrate that although psychology graduates are interested in a mental health career, mental health nursing is currently not considered to be of interest to the majority. It was unclear as to the reasons why this is, and this specific area is a subject of another HEE commissioned project which the Unit is currently undertaking, Attitudes towards Mental Health Careers. In this project, psychology graduates' attitudes towards mental health nursing is being collected through a survey. The findings will be submitted to HEE at the end of April and will help to shape recommendations from this report to encourage psychology graduates into mental health nursing. As clinical psychology places are limited, there is potential for psychology graduates that were unsuccessful in gaining a clinical psychology place to enter mental health nursing, as they will have completed clinical experience. It will also be beneficial to encourage psychology graduates to consider mental health nursing as a first-choice career as they will bring different skills and perspectives to the role while at the same time representing a group that could provide additional recruits.

3. Methodology

3.1 Assumptions

It was assumed that accelerated courses are those that can be completed in two years or less and are at postgraduate level. The exception to this is a dual registration (Adult and Mental Health Nursing) degree at City, University of London, which takes three years.

The information collating all the postgraduate mental health nursing courses in England can be found in Appendix 1. The list also includes courses that were listed on other websites (NMC, UCAS) but could not be verified to still be taking place (i.e. not found on HEI provider's website). These courses were not included in the analysis.

3.2 Data sources and Method

Information on current accelerated Mental Health Nursing programmes and student finance was collated from several sources to provide an overview of the current landscape. There are 30 accelerated courses with a relatively even geographical spread, as identified in Appendix 1.

Data sources include:

- Nursing and Midwifery Council (NMC)³
- Universities and Colleges Admissions Services (UCAS)⁴
- Health Careers (HEE)⁵
- Google search for basic information and university websites
- Student Loans Company ⁶
- Higher Education Standards Agency (HESA)⁷

3.2.1 Data limitations

It was identified by contacting HESA that comprehensive attrition data for accelerated mental health nursing postgraduate courses is not collected, as it is only mandatory for undergraduate courses. UCAS confirmed that it is not mandatory for HEIs to use the UCAS application route for applicants to apply for accelerated postgraduate courses, however some HEIs choose to use the UCAS application portal.

4. Findings

4.1 Acceptance rate on accelerated courses

UCAS data was analysed on applications and acceptances from 2015 - 2019 for 18 of the 30 accelerated courses, the remaining 12 postgraduate courses do not use UCAS as an application portal. Over five years, the total number of recorded applications for the 18 courses were 3,550 and the total number of recorded acceptances were 615. This does not represent a full data set, as data on each course per year is not captured. As shown in Table 1, the acceptance rate is averaged to 15%.

The full UCAS data set, as set out in Appendix 2, demonstrates that there is not a shortage of applicants for accelerated mental health nursing courses, and there are some courses which take on a small number of students (5–10). Further research directly with HEIs would need to be undertaken to verify the UCAS data and confirm the number of places per course to explore HEE commissioning additional places.

Table 1 - Acceptance rate of postgraduate courses

	2015	2016	2017	2018	2019	Average
Adult nursing	18%	14%	23%	20%	15%	18%
Child nursing	11%	14%	17%	19%	9%	14%

³ (Council, 2020)

⁴ (UCAS, 2020)

⁵ (England, 2020)

⁶ (Company, 2020)

⁷ (HESA, 2020)

Mental Health Nursing	13%	15%	17%	19%	14%	15%
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4.2 Entry requirements

4.2.1 Degree requirements

This report found that most HEIs require a health-related undergraduate degree at 2.2 or above, and a Psychology degree was determined as a relevant degree. This was unclear in the initial rapid review and should be made explicit in literature and promotional material pertaining to these courses.

4.2.2 Required hours

RPL Theory hours

8 identified HEIs require theory hours e.g. completion of a reflective portfolio to be eligible for the course at the University of Derby and Canterbury Christ Church University. There is potential for psychology graduates to have transferable theory hours from their undergraduate degree.

RPL Practice hours

Prospective students in all but 2 identified HEIs must undertake RPL* hours in a paid or voluntary capacity in a health or care setting (325 – 800 hours, number of hours varies depending on the HEI) as an eligibility requirement *before* the course. As the course is accelerated, the required NMC hours cannot be completed within the two-year course duration. The NMC standards do not require the hours to be completed before the course, however they do stipulate that up to a maximum of 50% of the mandatory 2300 practice hours and 2300 theory hours to register as a nurse can be transferred into a course.⁸

*Recognition of prior learning (RPL): a process that enables previous certificated or experiential learning to be recognised and accepted as meeting some programme outcomes, this means it includes both theory and practice achievement.

Source: NMC

City, University of London is the only identified HEI that allows students to complete the 500 practice hours *after* completing the course.

RPL Practice hours setting

Out of the 30 identified HEI providers of accelerated mental health nursing courses, 28 specified that the practice hours must be completed in a health and/or care setting, in a voluntary or paid capacity. This setting restriction could be a potential barrier to psychology

⁸ (Council, The Nursing and Midwifery, 2018)

graduates who do not have the experience or are finding it difficult to obtain a placement in a health or care setting.

The two exceptions are:

- University of Huddersfield, which states on their website that experience can be undertaken in a setting outside health or care, however it must be public facing and demonstrate values relating to nursing:

“Your experience and learning may have occurred outside a typical ‘practice’ area but is still applicable, for example you may have worked in a public facing professional role in which you will have demonstrated values relating to nursing. If you are successful at interview support will be provided on how to complete this document face-to-face, by phone or on-line”⁹

- University of Derby, which states on their website the requirement for applicants of working in a service user context where they have personally supported the health and/or wellbeing needs of service users:

Practice hours

Essential: 450hrs of work experience (equivalent to 12 full-time (37.5 hrs weeks) in a service user context** obtained in the last five years*

Desirable: Paid employment

**you must be working within a contractual relationship this can be educational, employment or voluntary*

***you must demonstrate you were working in a setting where you have personally supported the health and/or wellbeing needs of service users¹⁰*

The NMC regulates all nursing courses, and the NMC standards for pre-registration programmes: *“permit(s) recognition of prior learning that is capable of being mapped to the Standards of proficiency for registered nurses and programme outcomes, up to a maximum of 50 percent of the programme...”¹¹*

Therefore, it appears that the most relevant setting is in health or care, however there is potential for practice hours to be in a wider range of setting such as in a service user context. For example, a representative from the University of Derby stated that relevant roles are working in a service user context in an employment or voluntary role e.g. healthcare assistant, support worker, teacher, social worker, charity employee, citizens advice worker who has worked with people with a range of health or social needs.

We recommend that HEE work with HEIs to provide support and information on relevant jobs role and settings for practice hours to prospective students on HEI websites and between application and enrolment to meet the required practice hours:

- List of job roles and work settings that are relevant

⁹ (Huddersfield, 2020)

¹⁰ (Derby, 2020)

¹¹ (Council, The Nursing and Midwifery, 2018)

- Providing a dedicated supervisor to help prospective students to accrue the required hours worked in a relevant setting include in main report

4.2.3 Insight from HEIs / Providers

Key representatives were contacted from HEIs. They have provided insight specifically pertaining to the entry requirements for accelerated courses.

Bournemouth University

Bournemouth University requires prospective students to complete 650 hours of practice which is the number of hours of practice placements from Year 1 of the BSc Mental Health Nursing programme. There is also a requirement to complete a reflective portfolio, which demonstrates the eligibility of the applicant but does not meet any theory hours. Target numbers are 35 for one September intake a year and this target was met in 2019/20. There is not a common undergraduate degree amongst students, the background is varied including engineering, fine art, business management and IT.

A representative stated that in their experience, there is a stigma about nursing amongst psychology graduates and they are ill-informed about what mental health nurses do. They struggle with the course requirements and meeting practice hours, and shift work is not seen as appealing. The course leader attempts to recruit undergraduate psychology students to the accelerated course through talks with a psychology graduate student, however there is not much interest from psychology graduates.

University of Derby

The entry requirements for Derby are 500 hours of theory through completion of a portfolio, and 450 hours of practice in a voluntary or paid role in a service user context. The hours are calculated based on the remaining number of mandatory NMC theory and practice hours that are not covered in the two-year course duration. Target numbers are 30 for one September intake a year, and this target was met in 2019/20. The course leader stated that relevant experience and the intensity of the course at academic Level 7 are the two main barriers for graduates to apply for the course. The most common undergraduate degree amongst students is BSc Health and Social Care.

Middlesex University

Middlesex pride themselves on providing one of the largest amounts of Psychology undergraduate courses in the country, which inadvertently has contributed greatly to the population of Psychology graduates. Middlesex has reported that roughly 10% of those graduates have either applied or been accepted onto an accelerated mental health nursing course internally.

The website states that practice hours must be completed in a health or care setting, however a representative confirmed that other settings may be considered if the student is able to map their practice hours to the nursing proficiencies. All practice hours must be

completed before the start of the course, which is the traditionally accepted route for most HEIs.

In recent years most applications for mental health nursing were received through clearing whereas for the 2019/20 and 2020/21 application cycles this has not been the case. A Middlesex representative attributes this change to the increased exposure to mental health through government initiatives and the specific drive for nursing staff in the UK. This highlights the potential impact any promotional activity could have in this area.

City, University of London

City, University of London's unique selling point is that the requirement for practice hours can be completed after the course has been completed. This alleviates any delays between the applicants undergraduate and postgraduate qualifications.

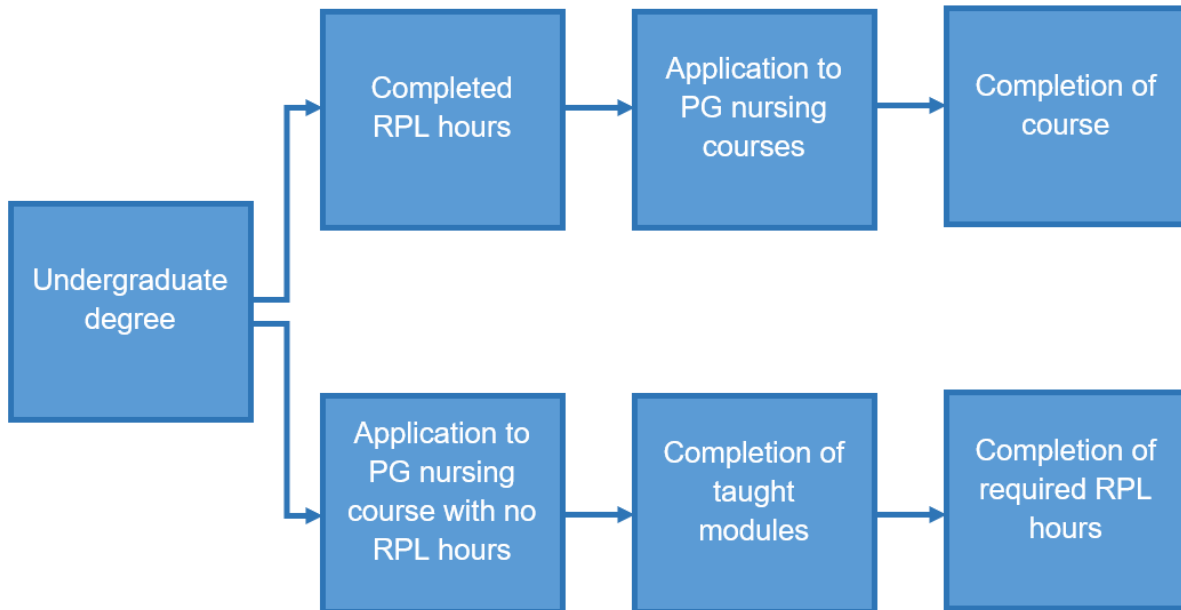
City, University of London have committed themselves to allowing any applicants without the prerequisite hours to stay on as students after the formal modules have been concluded to complete the required hours. Students will still have access to guidance from the university throughout this period.

4.2.4 Model pathways

A potential way to encourage psychology graduates to apply for mental health nursing accelerated courses is for more HEIs to adopt one or both models, as shown in Figures 1 and 2 below.

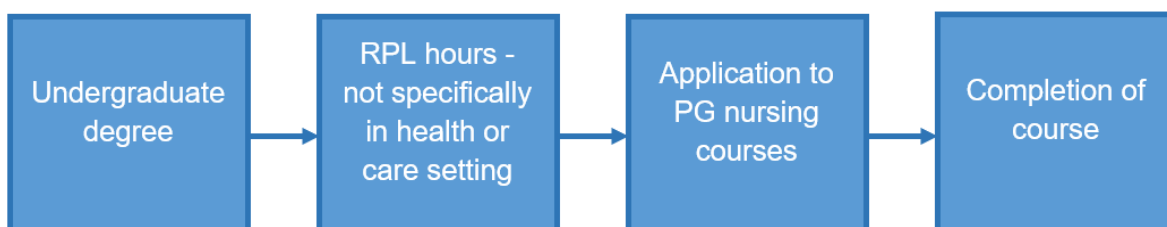
The City, University of London model in Figure 1 potentially can increase the uptake of psychology graduates, by allowing practice hours to be completed after the course, however this would delay nursing registration by approximately 2-6 months, depending of the amount of required practice hours. Therefore, the preferable route is for HEIs to permit a proportion of the RPL practice hours to be completed during the course, such as in holiday periods – to reduce the delay between completion of course and nursing registration.

Figure 1 – Completion of RPL hours before or after the course



The University of Huddersfield model in Figure 2 of allowing pre-requisite practice hours to be in a public-facing setting outside of health or care would encourage more graduates from all disciplines to apply, as it widens access. Further to this a senior member of the faculty at Middlesex University, confirmed that this is also the case for their students, although it is worth noting that this is not explicitly clear on their course listing. However, clear guidance from the HEI is necessary as the practice hours must meet NMC standards to map to nursing proficiencies.

Figure 2 – Completion of RPL hours in broader settings than healthcare



Encouraging HEIs to take up one or more of these models may be one route by which HEE can drive further numbers of psychology graduates into postgraduate mental health nursing training.

4.3 Funding opportunities and barriers

The accelerated course is a significant cost to a prospective student, which is a potential barrier preventing graduates from pursuing further study in mental health nursing. Most accelerated courses charge the maximum tuition fee of £9,250 per year, totalling £18,500 over two years, while other postgraduate courses charge approximately £10,000 and last one year. Psychology graduates would be more likely to consider shorter and cheaper postgraduate courses, as well as Clinical Psychology and IAPT, which are free for students to undertake and salaried.

While students can take out a tuition fee loan and maintenance loan, this route is still likely to deter some graduates as they will already have accumulated substantial debt from their

undergraduate degree. The new non-repayable maintenance grant of £5,000 - £8,000 per year could be considered insufficient to fully cover maintenance costs. This might lead to students accumulating additional debt by having to take out a maintenance loan in addition to a tuition fee loan or having to work part-time alongside studying. Working part time alongside studying if not within a healthcare setting could also preclude the possibility of trainees completing more of their practice hours during the course.

A representative from Bedfordshire University stated that the barrier for graduates applying for the course is the cost; cost of the student loan and students not being able to work alongside studying, as the course is full time. We conclude that it is likely that this factor would deter many graduates, as the accelerated course is full time, intense, and the placement requirements make it difficult for students to work part-time alongside studying.

We have modelled four illustrative financial scenarios to enable 2,400 mental health nurses to register via this route by 2024/25. A summary is set out below and detailed workings are in Appendix 3. This is to demonstrate potential costs if HEE were to fund the maintenance and/or tuition fees through a bursary scheme. Advanced financial modelling would be required to plan meeting the target numbers.

Financial information detailing tuition fee, maintenance loan and grant can be found in Appendix 4.

The maintenance grant has been considered in these figures; the lower figure represents a student with a £6k maintenance grant and the higher figure represents a student with a £8k maintenance grant.

1. Student pays for tuition fee via loan and covers living (maintenance) costs via loan or working
 - a. Tuition fee and maintenance loan - **£21,807 - £25,807 + interest**
 - b. Tuition fee loan and works instead of taking out a maintenance loan - **£18,500 + interest and work an average of 18 – 22 hours per week**
2. HEE covers maintenance costs
 - a. **£3,306 – 7,306** per student
 - b. **£7.9m - 17.5m** for 2,400 students
3. HEE covers tuition fee costs
 - a. **£18,500** per student
 - b. **£44.4m** for 2,400 students
4. HEE covers maintenance and tuition fee costs
 - a. **£21,807 - £25,807** per student
 - b. **£52.3 – 61.9m** for 2,400 students

4.4 Information and Awareness

To gain a broader understanding of how UCAS, HEE and the NMC maintain the accuracy of their databases we spoke to a representative from each organisation. The comments and findings below are reflective of the current processes in place to achieve this goal. As well as understanding how these organisations maintained accuracy, the findings below also illustrate how they source the course information.

4.4.1 Information source accuracy

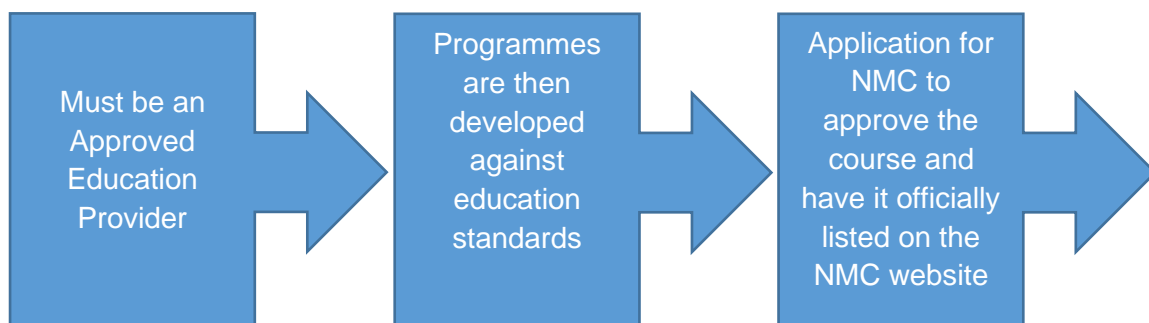
UCAS

Discussions with a representative from the data collection team at UCAS has led to further questions surrounding the accuracy and comprehensiveness of the platform when specifically applying for accelerated postgraduate courses.

It has been explained that UCAS are not aware of every Postgraduate course that may be available, unlike the Undergraduate courses. There is no requirement to use the platform to list these courses. If, and when they are listed, validation of those courses is also not monitored for accuracy regularly, as this is generally left to the providers. UCAS have been known to run 'collections' whereby UCAS reach out to providers to update their course listings annually.

NMC

Due to the NMC having to approve all pre-registration courses relating to nursing, there are more measures in place to ensure the accuracy of the information supplied by the providers. However, some programmes listed on the NMC website have been approved but are not being run by the HEI. Also, some outdated courses with pre-2018 NMC nursing standards are listed which are not being run by the HEI. Therefore, this platform is not the most accurate to prospective students who wish to find a list of all live accelerated courses.



Health Careers (HEE)

The course finder on the Health Careers website was found to be accurate, up to date and provides links directly to HEIs websites, but this is not to say that there is not room for much

needed improvement. A key issue is that there is fundamental information lacking on the website, such as course requirements, hours and financial requirements, which would prove to be beneficial for prospective students. We recommended that a new webpage is created on the Health Careers platform with information on accelerated mental health nursing courses including this information and a link to the course finder. Out of the three platforms, Health Careers is assumed to be the most relevant and most likely to be accessed by prospective students.

HEE could capitalise on this and explore the further links to the Careers report but this was out of scope for this particular analysis, but could potentially be brought forward in a more comprehensive report.

5. Conclusion

This project's aim was to look at specific barriers and recommendations related to psychology graduates entering accelerated postgraduate mental health nursing courses. We found that the main barriers are the practice hours entry requirement and the cost of the course. These may deter psychology graduates from pursuing mental health nursing via the postgraduate route. We conclude that HEE has a great opportunity to work with HEIs to facilitate greater numbers entering mental health postgraduate training.

We recommend that HEE explore with HEIs the potential for completion of practice hours during and/or after the course and to provide guidance and support to prospective students regarding the relevant job roles and specific health or care settings which meet the NMC requirements for practice hours. As the cost of the course is relatively high compared to other postgraduate full-time courses due to the length of the course being two years, the recommendation is for HEE to consider the potential of providing funding to HEIs to cover some of the maintenance costs and/or tuition fee.

There may be other barriers which are dissuading psychology graduates from undertaking mental health nursing that are not limited to accelerated mental health nursing course requirements, cost and information and awareness about these courses. The project findings on "Attitudes towards mental health careers" will provide insight into psychology graduates attitudes towards mental health nursing which will demonstrate potential barriers.

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Appendix 2

UCAS Data					
Sum of Number of Unique Applicants					
	2015	2016	2017	2018	2019
Master of Nursing Mental Health			20	20	20
Masters in Nursing (Mental Health)			15	35	40
Mental Health Nursing (Graduate Entry)	115	165			
Mental Health Nursing (Postgraduate Diploma)				240	
Mental Health Nursing Accelerated	460	430	360		
Mental Health Nursing MSc (pre-registration)					175
MSc Nursing (Mental Health Nursing)			60	120	205
MSc Nursing/Registered Nurse (Mental Health)				140	140
MSc RN Nursing: Adult Mental Health Programme (pre-registration)		35	105	30	
Nursing (Graduate Entry) - Mental Health	245	290	155		
Nursing (Mental Health - Shortened Pathway for Graduates)	70				
Nursing Graduate (Mental Health) (pre-registration)	175	180			
Nursing Studies with Registration - Mental Health (Graduate Entry)				170	
PG Dip Mental Health Nursing (with professional registration)	20	65			
Postgraduate Diploma in Nursing - Mental Health (pre-registration)				70	45
Postgraduate Diploma in Nursing ? Mental Health (pre-registration)			110		

UCAS Data					
Sum of Number of Acceptances					
	2015	2016	2017	2018	2019
Master of Nursing Mental Health			10	5	0
Masters in Nursing (Mental Health)			10	15	20
Mental Health Nursing (Graduate Entry)	10	5			
Mental Health Nursing (Postgraduate Diploma)				45	
Mental Health Nursing Accelerated	40	45	40		
Mental Health Nursing MSc (pre-registration)					25
MSc Nursing (Mental Health Nursing)			10	10	0
MSc Nursing/Registered Nurse (Mental Health)				20	30
MSc RN Nursing: Adult Mental Health Programme (pre-registration)		10	15	5	
Nursing (Graduate Entry) - Mental Health	50	60	40		
Nursing (Mental Health - Shortened Pathway for Graduates)	15				
Nursing Graduate (Mental Health) (pre-registration)	25	30			
Nursing Studies with Registration - Mental Health (Graduate Entry)				40	
PG Dip Mental Health Nursing (with professional registration)	5	20			
Postgraduate Diploma in Nursing - Mental Health (pre-registration)				15	10
Postgraduate Diploma in Nursing ? Mental Health (pre-registration)			15		

UCAS data 2015 - 2019

Total number of applications and acceptances from 2015-2019	Applications	Acceptances	Acceptance rate
Adult and Mental Health Nursing (pre-registration) MSc	85	15	18%
Master of Nursing Mental Health	60	15	25%
Masters in Nursing (Mental Health)	95	45	47%
Mental Health Nursing (Graduate Entry)	280	15	5%
Mental Health Nursing (Postgraduate Diploma)	240	45	19%
Mental Health Nursing MSc (pre-registration)	175	25	14%
MNurs Nursing Adult and Mental Health	100	20	20%
MNurs Nursing Child and Mental Health (Dual Field)	70	10	14%
MSc Nursing (Mental Health Nursing)	385	20	5%
MSc Nursing/Registered Nurse (Mental Health)	280	50	18%
MSc RN Nursing: Adult Mental Health Programme (pre-registration)	170	30	18%
Nursing (Graduate Entry) - Mental Health	695	150	22%
Nursing (Mental Health - Shortened Pathway for Graduates)	75	15	20%
Nursing Graduate (Mental Health) (pre-registration)	355	55	15%
Nursing Studies with Registration - Mental Health (Graduate Entry)	170	40	24%
PG Dip Mental Health Nursing (with professional registration)	90	25	28%
Postgraduate Diploma in Nursing - Mental Health (pre-registration)	115	25	22%
Postgraduate Diploma in Nursing ? Mental Health (pre-registration)	110	15	14%
Total	3550	615	17%

Appendix 3

	Scenario 1			Scenario 2			Scenario 3			Scenario 4			Total	
	Tuition fee	Maintenance		Tuition fee	Maintenance		Tuition fee	Maintenance		Tuition fee	Maintenance		Tuition fee + maintenance loan	Tuition fee + living wage
		Loan	Living Wage		Loan	Living Wage		Loan	Living Wage		Loan	Living Wage		
Cost to student - £6k grant	18,500	7,306	work 22 hrs/a week	18,500	0	0	0	7,306	work 22 hrs/a week	0	0	0	0	0
Cost to student - £6k grant	18,500	3,306	work 18 hrs/a week	18,500	0	0	0	3,306	work 18 hrs/a week	0	0	0	0	0
Cost to HEE per student - £6k grant	0	0	0	0	7,306	19,392	18,500	0	0	18,500	7,306	19,392	25,806	37,892
Cost to HEE per student - £8k grant	0	0	0	0	3,306	15,392	18,500	0	0	18,500	3,306	15,392	21,806	33,892

Scenario 1 – Student takes out student loan, covers maintenance & receives grant

- Cost to student
 - a. Based on maintenance loan - £21,807 with a £8k p.a. maintenance grant and £25,807 with a £6k p.a. maintenance grant.
 - b. Based on national living wage salary – Student with a £6k maintenance grant has to work an average of 22 hours per week at a minimum wage job to meet the shortfall and student with a £8k maintenance grant has to work an average of 18 hours per week.*

Cost - student	
Year 1 - Tuition Fee	9,250
Year 2 - Tuition Fee	9,250
Total - Year 1 + Year 2 Tuition Fee	18,500

Maintenance Student Loan - Living at home	7,747
Maintenance Student Loan - Living away from home, outside London	9,203
Maintenance Student Loan - Living away from home, in London	12,010
Average Maintenance Student Loan	9,653
Less: Maintenance grant (£6,000 - £8,000)	- 6,000
Average Maintenance Student Loan	3,653
Total - Year 1 + Year 2 Maintenance Student Loan	7,307
Total - Year 1 and Year 2 Tuition Fee, Maintenance Student Loan, & £6,000 p.a. Maintenance grant	25,807
Total - Year 1 and Year 2 Tuition Fee, Maintenance Student Loan & £8,000 p.a. Maintenance grant	21,807

*If students do not take out the maintenance loan, it is assumed that they will have to work part time in addition to receiving the maintenance grant, as it does not cover a full-time national living wage salary of £15,696 per year (based on a 37.5-hour work week at £8.72 per hour). Students would have to work around 23 hours per week to cover the shortfall of £9,696 after a £6,000 grant is applied.

It is assumed that students on the full-time accelerated postgraduate mental health nursing courses are unlikely to have the time to work, especially during placements.

Scenario 2 – Student pays tuition fee via loan/self-payment and receives maintenance grant, HEE pays remaining maintenance

- Cost to student is £18,500, plus interest if they take out the tuition fee loan.
- Cost to HEE
 - Based on maintenance loan
 - £7,307 per student with £6k p.a. maintenance grant - 17.5m total
 - £3,307 per student with £8k p.a. maintenance grant - 7.9m total.
 - Based on national living wage
 - £19,392 per student with £6k maintenance grant - £46.5m total
 - £15,392 with £8k maintenance grant - £36.9m total.

HEE covers maintenance based on average maintenance loan								
		2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	Total
		20%	40%	60%	80%	100%		
Target no. of students		480	960	1,440	1,920	2,400		
Year 1 - Average student maintenance loan (less £6k maintenance grant)	3,653	1.8M	1.8M	1.8M	1.8M	1.8M		
Year 2 - Average student maintenance loan (less £6k maintenance grant)	3,653		1.8M	1.8M	1.8M	1.8M	1.8M	
Year 1 - Average student maintenance loan (less £8k maintenance grant)	1,653	0.8M	0.8M	0.8M	0.8M	0.8M		
Year 2 - Average student maintenance loan (less £8k maintenance grant)	1,653		0.8M	0.8M	0.8M	0.8M	0.8M	

Total Year 1 + Year 2 Average Maintenance (less £12k maintenance grant)	7,306	1.8M	3.5M	3.5M	3.5M	3.5M	1.8M	17.5M
Total Year 1 + Year 2 Average Maintenance (less £16k maintenance grant)	3,306	0.8M	1.6M	1.6M	1.6M	1.6M	0.8M	7.9M

HEE covers maintenance based on national living wage salary*	Per student	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	Total
		20%	40%	60%	80%	100%		
		480	960	1440	1920	2400		
Year 1 - Salary (less £6k maintenance grant)	9,696	4.7M	4.7M	4.7M	4.7M	4.7M		
Year 2 - Salary (less £6k maintenance grant)	9,696		4.7M	4.7M	4.7M	4.7M	4.7M	
Total Year 1 + Year 2 Maintenance (less £12k)	19,392	4.7M	9.3M	9.3M	9.3M	9.3M	4.7M	46.5M
Year 1 - Salary (less £8k maintenance grant)	7,696	3.7M	3.7M	3.7M	3.7M	3.7M		
Year 2 - Salary (less £8k maintenance grant)	7,696		3.7M	3.7M	3.7M	3.7M	3.7M	
Total Year 1 + Year 2 Maintenance (less £16k)	15,392	3.7M	7.4M	7.4M	7.4M	7.4M	3.7M	36.9M

*£8.21 per hour as of April 2020, full time salary at 37.5 hours a week x 52 = £15,696.

Scenario 3 – Student covers maintenance, receives grant and HEE cover tuition fees

- Cost to student
 - Based on maintenance loan
 - £7,307 with a £6k p.a. maintenance grant
 - £3,307 with a £8k p.a. maintenance grant
 - Plus interest if a maintenance loan is taken out
 - Based on national living wage salary
 - Work an average of 22 hours per week with a £6k p.a. maintenance grant
 - Work an average of 18 hours per week with a £8k p.a. maintenance grant
- Cost to HEE
 - £18,500 per student, and £44.4m in total.

HEE pays tuition fee								
Amount	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	Total	
	20%	40%	60%	80%	100%			
Target no. of students	480	960	1,440	1,920	2,400			
Year 1 - Tuition Fee	9,250	4.4M	4.4M	4.4M	4.4M	4.4M		
Year 2 - Tuition Fee	9,250		4.4M	4.4M	4.4M	4.4M	4.4M	
Total Year 1 + Year 2 Tuition Fee	18,500	4.4M	8.9M	8.9M	8.9M	8.9M	4.4M	44.4M

Scenario 4 – Student receives maintenance grant, HEE covers tuition and remaining maintenance costs

- Cost to HEE
 - Based on maintenance loan
 - £25,807 per student with a £6k p.a. maintenance grant - £61.9m total
 - £21,807 per student with a £8k maintenance grant - £52.3m total
 - Based on national living wage salary
 - £37,892 per student with a £6k p.a. maintenance grant - £159.1m total
 - £33,892 per student with a £8k p.a. maintenance grant - £142.3m total

HEE pays tuition fee & maintenance loan	Unit	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	Total
		20%	40%	60%	80%	100%		
		480	960	1,440	1,920	2,400		
Year 1 - Tuition Fee	9,250	4.4M	4.4M	4.4M	4.4M	4.4M		
Year 2 - Tuition Fee	9,250		4.4M	4.4M	4.4M	4.4M	4.4M	
Total Year 1 + Year 2 Tuition Fee	18,500	4.4M	8.9M	8.9M	8.9M	8.9M	4.4M	44.4M
Year 1 - Average student maintenance loan (less £6k grant)	3,653	1.8M	1.8M	1.8M	1.8M	1.8M		
Year 2 - Average student maintenance loan (less £6k grant)	3,653		1.8M	1.8M	1.8M	1.8M	1.8M	
Total Year 1 + Year 2 Average Maintenance	7,306	1.8M	3.5M	3.5M	3.5M	3.5M	1.8M	17.5M

<i>(less £12k grant)</i>								
Year 1 - Average student maintenance loan (less £8k grant)	1,653	0.8M	0.8M	0.8M	0.8M	0.8M		
Year 2 - Average student maintenance loan (less £8k grant)	1,653		0.8M	0.8M	0.8M	0.8M	0.8M	
<i>Total Year 1 + Year 2 Average Maintenance (less £16k grant)</i>	<i>3,306</i>	<i>0.8M</i>	<i>1.6M</i>	<i>1.6M</i>	<i>1.6M</i>	<i>1.6M</i>	<i>0.8M</i>	<i>7.9M</i>
Total Year 1 + Year 2 Tuition Fee & Avge Maintenance (less £12k)	25,806	6.2M	12.4M	12.4M	12.4M	12.4M	6.2M	61.9M
Total Year 1 + Year 2 Tuition Fee & Avge Maintenance (less 16k)	21,806	5.2M	10.5M	10.5M	10.5M	10.5M	5.2M	52.3M

Appendix 4 Financial landscape

Tuition (course) fee and loan

Students applying for a postgraduate pre-registration mental health nursing programme can access the same Student Loans system as undergraduate students to cover tuition fees and living costs and are eligible to apply for a second loan if they have already received a student loan for a previous undergraduate course. The loan is re-paid starting from the April after the course is finished, and the income threshold is £2,143 a month, before tax and other deductions. The amount re-paid is 9% of monthly income earned.

As shown in Table 1, HEIs in 6 out of the 9 regions in England charge the maximum fee of £9,250 a year.

Table 2 - Cost per year by region of courses

Region	2 years courses		Avg. Cost p/a	Avg. cost over 2 years - Total
	Total institutions	Courses total		
East Midlands	3	3	£8,553	£17,107
North West	4	4	£8,881	£17,763
Eastern	1	1	£8,925	£17,850
North East	2	2	£9,250	£18,500
South East	5	5	£9,250	£18,500
South West	2	2	£9,250	£18,500
Yorkshire and Humberside	2	2	£9,250	£18,500
Greater London	7	9	£9,250	£19,527
West Midlands	1	1	£9,250	£18,500

Maintenance grant

As shown in Table 3, from September 2020, new annual payments of £5,000 - £8,000 will be available for undergraduate and postgraduate student nurses for living costs. Mental health nursing students will receive £6,000 as it is an area in which there are more vacancies, along with learning disability nursing. Those students who are attending university or colleges in areas of the country with low take-up rates for nursing courses (to be confirmed) will receive an additional £1,000, and students with child dependants will receive an additional £1,000.

Table 3 - Maintenance grant

Full-time student – Maintenance grant - Government	2020 to 2021 academic year (p.a)
All students	£5,000
Mental Health nursing – specialism with shortage	£1,000
Additional childcare allowance	£1,000
For students in areas of country with low take-up rates for nursing courses (to be confirmed)	£1,000

Maintenance loan

In addition to receiving the maintenance grant and tuition fee loan, students are eligible for the maintenance loan as shown in Table 4.

Table 4 – Maintenance loan

Full-time student – Maintenance Loan for Living Costs – Student Loan Company	2020 to 2021 academic year (p.a)
Living at home	Up to £7,747
Living away from home, outside London	Up to £9,203
Living away from home, in London	Up to £12,010
You spend a year of a UK course studying abroad	Up to £10,539

For students living away from home, the maximum maintenance grant of £8,000 does not cover the maximum student loan, as it is up to £12,010 depending on the students' living situation and location. Therefore, an assumption has been made that these students will receive the maintenance grant and still take out a maintenance loan. The maintenance loan amount has been averaged, for the living at home and living away from home (outside and in London) categories, and not the studying abroad category, as it is assumed that most postgraduate mental health nursing students will not study abroad.