**FPH Membership Registrar Queries**

**Jan 2018**

1. Do Registrars have to pay full membership fees post part B or can they maintain their Registrar membership and pay the Registrar fee until CCT instead?

Once the Part B exam has been passed the Registrar is eligible to become a full Member of the Faculty. They can however choose not to take this up until they CCT. However, they will need to be admitted to full Membership before the CCT recommendation can be made to GMC/UKPHR as this is one of the CCT criteria.

For those on the Training Programme post 2016 you will be automatically upgraded as you pass the Part A and Part B exams as the annual fee remains the same (excluding inflation) until you CCT.

1. What happens if a Registrar becomes a Consultant mid-way through the year? Are they expected to pay extra for Consultant membership to cover that period or do they begin paying Consultant membership the following year?

If a Registrar CCT’s mid-way through the year and then chooses to become a full Member of the Faculty they would only pay the new fee the following January.

1. What happens when the 4 year membership scheme ends for Registrars who are currently in year 4 of training? What are they expected to pay in year 5?

The 4 year membership package was introduced as a means to spread the cost of membership, the training enrolment fee and part of the exam fees over 4 years, interest free, to make the fees more manageable. If you are still in training in the 5th or subsequent years the fees would revert to the standard pre 2016 fees. (e.g £131 SpR, £196 Diplomate fee etc)

1. Why are membership fees not directly correlated with income? Why should a Consultant who is only earning £60k be expected to pay the exact same membership fee as a Consultant earning over £100k?

The Faculty do offer reduced subscriptions based on salary levels for the Diplomate, Membership and Fellows fees. See FPH Subscription Rates 2018 on the website or follow this link. Up to 33% off in some cases.
2. Can the membership fees for Registrars be based on training year (and hence linked to salary) rather than being a flat rate throughout the training period?

Since 2016 the training fees have been £290 a year, this can be paid over 10 months by direct debit so only £29 a month. There are reviews of the fees periodically and I can ask that this is put forward for review.

1. Why are fees not reduced for part time members? The FPH website states they are but on phoning the Faculty, Registrars have been advised that this is not the case.

A salary linked- reduction to the membership fee- at the equivalent level to Diplomate Membership (currently 20% reduction from a £20K and below salary and a 33% reduction from a £7K or below salary) - will be applied to Registrars working less than full time.

1. Why are there discrepancies between what people are paying and what the website suggests they should be paying? E.g.: Some trainees have been sent an invoice for £290 for Registrar membership when the FPH website states Registrar membership is £131.

These aren’t discrepancies, it is dependent upon when people joined the FPH Training Programme.

For those trainees that joined after 2016 the fee has been simplified to a set annual fee that is both the membership and enrolment fee. It remains the same throughout training (excluding any yearly % inflation) It is currently £290 a year.

Prior to this there were a few different payment means. In the past it wasn’t compulsory to be a member if you were on the training programme.

- Some paid the training enrolment fee upfront and didn’t become members (in any category) until they CCT. In this instance they would also have to pay the CCT fee as well as the membership fee when they join. All Specialty Registrars who have not been an FPH member (in any category in good standing) for at least three years prior to their CCT date are required to pay CCT fee.The CCT fee is payable to FPH before a recommendation to the regulator is made.The fee for 2018 has been set at £202.
- Some paid the enrolment fee and then joined membership paying the £131 as a Speciality Registrar, once they passed Part A exam they paid £196 Diplomate membership and then after passing Part B, £478 full Membership fee. There is no CCT fee in this instance. There is also no obligation to progress through the membership grades once completing the exams. You will have to be a full member to CCT though.
- Some chose the 4 year package - The 4 year membership package was introduced as a means to spread the cost of membership, the training enrolment fee and part of the exam fees over 4 years, interest free, to make the fees more manageable.

It is for that reason that some of you may be paying different fees.

Any queries please don’t hesitate to contact membership@fph.org.uk

1. What is the requirement in terms of number of years of FPH membership for Registrars in order to CCT? Are people expected to pay a lump sum to cover years they were not a member in order to successfully CCT?

All Specialty Registrars who have not been an FPH member (in any category in good standing) for at least three years prior to their CCT date are required to pay CCT fee.

1. Do we have to be members of the Faculty?

Yes. In order to CCT you have to be a member of the Faculty as full membership is one of the CCT criteria.

1. What do we get for our membership? Please outline the benefits for each membership category.

See attached document – Membership Offers & Categories

1. Why does the FPH not reduce/remove membership fees for those who are on maternity leave or other type of career break (or temporarily out of the PH workforce) or out of programme?

If a registrar goes out of programme for reasons such as maternity, illness or to pursue an interest not related to public health training, their payments may be suspended until they return to the programme. This is discussed on an ad-hoc basis.

1. Is it a requirement to pay membership fees, in order to use MFPH after your name once you have passed your exams? / Can we keep the MFPH / FFPH post-nominals if we eventually drop membership, even though we have paid for and passed the necessary membership examinations?

The use of the post nominals MFPH and FFPH is attached to membership of the Faculty and not the exams. So in order to use them you have to be a member.

1. What are our minimal enrolment/annual fee obligations through training?

Annual fee- currently £290

1. The 4yr package membership rates: are the instalments unequal because of inherent fee rises each year? (eg due to inflation / intentional rate increases) Will these fees be changing in light of the new fee increases?

The fees are reviewed every year and do change due to inflation or percentage increases agreed by the board.

1. What are the optional 'higher levels' of membership & their fees? What do we get for the extra?

See attached document – Membership Offers & Categories

1. Do they publish accounts that indicate the breakdown of how fees / income are spent? Registrars would like to see copies of the accounts to understand how fees are spent and where financial pressures may be occurring.

We are currently reviewing this to ensure we are being transparent with our members and explaining how the fees are spent. This will be reviewed in Q3 of this year.

1. Is membership required to access the e-portfolio?

In order to access e portfolio you have to be enrolled with the Faculty and pay the first annual fee-currently £290 which also includes Specialty Registrar Membership fee.

1. What are the different membership costs? i.e. for registrars, consultants, full time, part time.

See FPH Subscription Rates 2018 attachment

1. Can the FPH please be clearer on the use of the term “Member?” (this is in relation to the fact the website states that some Members are eligible for reduced rates. However when a Registrar rang up to ask if they would be eligible they were told that Specialty Registrar Members are not members. Need a clearer definition of what a member is…if Registrars are not Members then what is their relationship with the FPH prior to Part A?)

Anybody who joins the Faculty on any grade of membership (Student, Associate, Speciality Registrar, Diplomate, Fellow etc) is a member. Once you pass the Part B exam you become a full Member of the Faculty.

1. What is the justification for membership costs increasing post Part A and again post Part B when members are still registrars and have already paid for the exam fee separately? This differentially penalises registrars who pass the exam early to move on to the next phase of their training.

Once the Part A or B exam has been passed the Registrar is eligible to become a Diplomate member (Part A) or a full Member (Part B) of the Faculty. They can however choose not to take this up until they CCT. However, they will need to be admitted to full Membership before the CCT recommendation can be made to GMC/UKPHR as this is one of the CCT criteria.

1. Why is the pre-exam registrar rate described as the 'specialty registrar' rate (£131) when it is in fact only applicable for the first year or 18 months of training?

Prior to 2016 trainees paid the ‘Specialty Registrar’ rate until they passed their Part A exam at which point they were eligible if they wished to become a Diplomate member. If they didn’t want to pay they additional fees they could stay paying the ‘Specialty Registrar’ rate until they CCT at which point they would have to become a full Member of the Faculty before the CCT recommendation can be made to GMC/UKPHR as this is one of the CCT criteria.

1. Why is the four year package still listed on the website when this is apparently no longer available?

It clearly states ‘the four-year subscription package has been withdrawn permanently and is no longer available for new Registrars. This does not affect existing Registrars on the scheme, whose arrangements remain unchanged.’ It is for this reason some details remain for information purposes.

1. Given that the four year package previously included exam fees and was only £37 more than the current post part B registrar membership cost, how can the steep increase to diplomate/full membership following exams be justified/considered equitable?

The 4 year membership package was introduced as a means to spread the cost of membership, the training enrolment fee and part of the exam fees over 4 years, interest free, to make the fees more manageable and receive some tax relief.

The four year membership package included the enrolment fee, 75% of the Part A exam and 75% of the Part B exam and 4 years of membership fees. These were spread over the 4 years. The trainees were still asked to pay the additional 25% for Part A exam and 25% of Part B exam when they were taking them plus year 5 membership fee once Part B had been passed.

Those on the training programme since 2016 pay £290 a year throughout the training programme until they CCT. There is no fee increases after exams have been passed.

1. If the 'training rate' from 2016 onwards is designed to replace the 'specialty registrar' from 2016 how has the £159 price increase been justified?

The £131 Specialty Registrar fee is only a membership fee and does not include the enrolment\training fee.

The £290 annual payment includes both the enrolment\training fee and the annual membership fee combined and remains the same (excluding any % increase with inflation) through the 5 year training programme until CCT.

1. Could those undertaking an MPH in the first year of training be eligible for the student rate of membership?

No, as they are already officially in Specialty Training in public health and the academic year is a part of their training.

1. Why is the registration process so clunky? For example, the forms are geared towards those with a medical background – these are not suitable for non-medics.

Which forms and which section of the forms in question? If the enrolment form is in question, the current form is suitable for both non-medics and medics. The enrolment form is updated annually in collaboration with TPDs to be in accordance with the person specification. We are currently in the process of updating the form for registrars commencing training in Aug 2018.

1. Why are registration forms not properly downloadable? Some in MS Word and some on PDF. Why not have an electronic registration process?

This is something that is currently being developed and is part of phase 2 of our new website development.

1. Why is the FPH unclear on who has paid their fees? A number of Registrars have either had emails thanking them for paying their fees when they hadn’t paid, or had emails demanding payment, when they had already paid, or just never received a request for payment or invoice. Some Registrars have received successive emails with different amounts quoted in each email so it is unclear how much the Registrar owes the FPH.

The Faculty launched a new CRM database and it has had a few teething problems with members records. These have taken time to rectify but are now resolved so going forward people should be receiving the correct emails requesting the right amount of fees.

1. Do Registrars have to pay a CCT fee?

Answered in question 8

1. Some of the pre-2016 Registrars enrolled with the Faculty but did not become members (the enrolment fee did not entail membership) – how many years membership do they need to have paid for in order to CCT?

If they have never been members of the Faculty then they would only need to pay the CCT fee £202 plus one year’s full membership, currently £478

1. Who is the main point of contact for membership issues? Many Registrars have reported contacting the Faculty and receiving no reply. Some are urgent membership issues with Registrars about to CCT.

The Faculty Membership Manager is Tristan Holland and the Membership Officer is Hannah Payne. In order to ensure you receive a prompt response it is best to email Membership@fph.org.uk or call 0203 696 1453.
2. Why doesn’t the FPH publish its full fee structure on the website?

It does, the FPH Subscription fees 2018 is clearly under the subscription section of the website. On the new website it will be under pricing and benefits.

1. Please explain the difference between enrolment and membership.

The enrolment process enables the Faculty of Public Health (FPH) to oversee and monitor the progress of registrars throughout their training. Enrolment is a requirement for registrars to gain access to the training ePortfolio, sit the membership (MFPH) examination and qualify for a Certificate of Completion of Training (CCT) in the specialty of public health, or to register as a Generalist Specialist with the UKPHR.

All Specialty Registrars (StRs) who enter Specialty training programmes in public health are required to enrol with FPH and pay the first annual fee within three months of commencing the training scheme. Registrars must pay an annual Training & Membership fee, which includes benefits of membership and covers the enrolment and ongoing fees associated with training (excluding examination fees).

For 2018 the Registrar Training and Membership fee is set at £290 (fee subject to annual review in line with inflation).

1. Are there deals/discounts available for those who have maintained several years of membership?

Not currently but the fees are reviewed annually in December.
2. Just like invoicing, the actual collection of fees is sporadic – which means some pay up early and others don’t pay till late in the year.

After the initial first payment that can be paid up to 3 months from joining the training programme. The annual fees are taken in January for those that have an annual direct debit set up or over 10 months (Jan-Oct) for those on the monthly direct debit.

For those paying by card or cheque you will be chased in December and again in January if you haven’t yet paid.