

**Health Education
England/NIHR
Integrated Clinical Academic
Programme
Internship awards 2016/17**

Guidance Notes for Applicants

Introduction

Health Education England (HEE) has a mandate from the Government to develop a more flexible workforce which is receptive to research and innovation. This mandate reflects the NHS constitutional commitment which states that:

The NHS aspires to the highest standards of excellence and professionalism

..... and through its commitment to innovation and to the promotion, conduct and use of research to improve the current and future health and care of the population.

Principle 3. DH 2013

A specific focus for HEE, set out in its Research & Innovation strategy, is to support clinical academic careers for health professionals and increase the number of staff accessing academic career programmes across all clinical and public health professions.

Within HEE a review of the clinical academic training programme for health professionals has been undertaken in consultation with a wide range of stakeholders. This review identified the positive role that internships play in supporting the career development of clinicians at the very start of their potential research careers. As a consequence of this review HEE is funding the Clinical Academic Internship programme across England.

Within the Northern Region the three local offices from the North West, North East, Yorkshire and Humber are working together to deliver an internship programme which will provide interns with access to the highest possible learning experience drawing upon the expertise which resides within our region.

For 2016/2017 fifteen internships are available through a competitive process. The programme is led by NHS R&D North West who are working in collaboration with colleagues from the 3 local offices.

We are sure that as the programme develops over the coming years we will, within the region, lay the foundations of a thriving community of clinical academic researchers.



Professor Ged Byrne
Director of Education and Quality
Health Education North

Internship Overview

The Health Education England (HEE) internships are designed to provide interns with an introduction into all aspects and roles across clinical academic research from trial design, data management through to undertaking research in a clinical environment. They are designed to provide dedicated time in which to gain a broad understanding of the world of health research to determine if this is an avenue for further personal development.

Of the 15 interns who participated in the programme in 2015 some have made the decision to progress on to the Masters in Clinical Research, two have registered for a PhD and several more are in the process of applying and some have decided that, whilst they want to continue to support research within their clinical environment, undertaking further formal academic study is not the right decision for them at this moment.

The internships comprise 30 days spent within a host research organisation which may be a university or other relevant research active organisation. Alongside the 30 days, 6 days will be spent participating in a structured educational programme with the other interns and 2 days at the regional Let's Talk Research Conference.

The funding available to each intern will cover the costs of salary backfill and associated costs, £6,000, payable to the interns employing organisation and £1,000 to cover costs of supervision and mentorship payable to the host organisation.

What are the aims of the internships?

The aims of the internship are to:

- provide you with the opportunity to develop your skills and expertise in aspects of clinical academic research
- further enhance your clinical skills through application of the skills you have learnt
- enable you to apply your new skills and become a research champion within your trust
- position you to make an informed decision about progressing your clinical academic career
- enhance your ability to apply successfully for further research training opportunities

What is involved in the internships?

There are 2 components to the internships:

- academic research experience including supervision and mentorship
- a structured educational component

Academic Research Experience

Rather than locating the internship programme within a single university the programme has been designed to enable you to negotiate your research placement within a research group relevant to your area of research interest.

This does require you to identify a relevant host organization and make contact with them to ask if they would be willing to host you but it will mean that you have the flexibility to choose an organisation with relevant expertise and the potential to form an ongoing relationship at the end of the internship. Many of the previous interns have been able to do this and are continuing their contact with their supervisors.

Once you have identified a supervisor it will be up to you and your supervisor to agree a programme of work for the duration of your internship. It is expected that during the internship you will gain

exposure to working within a clinical academic research environment to increase your knowledge and understanding of research skills such as;

- systematic reviews
- different methods of data collection and analysis
- project development and design
- conducting research within a clinical environment
- presentation and writing skills

Being located within a research environment will enable you to increase your understanding of the academic research environment, the differing research roles within research teams and the interface between academia and clinical practice.

It is recognised that within the time frame of 30 days it may not be possible for you to work on your own research project however it is expected, if this is the case, that you will be able to work on aspects of a study that is already in progress within your host organisation with the support of an experienced research supervisor.

30 days have been assigned to this aspect of the internship and as long as they are completed before the end of February 2017 these days can be configured to meet the needs of the intern, their employing organisation, the host organisation and the programme of work (e.g. 1 day a week over 30 weeks or in blocks of time).

Who can supervise my internship?

Each intern will be required to identify a personal supervisor within the host organisation. The supervisor will work with you to develop your personal learning plan for the duration of the internships and support you throughout your internship.

The person who supervises your internship must

- be actively involved in research with a **minimum** of a Masters in Research qualification
- have experience of supporting and supervising research students and be able to act as a role model
- commit to your supervision and line management throughout the internship
- take on the responsibility for coordinating your placement including facilitating access to the wider academic research community
- commit to meeting with your line manager at the start and end of the internship
- sign off the final report

We will require the supervisor to meet with you and your line manager, either in person or via phone/Skype, at the start of the internship to agree your learning plan and at the end to review your learning and explore how this can be transferred into your clinical work and how your future research career can be progressed.

Structured Educational Programme

During the course of the internship you will come together with the other interns on four occasions. The dates are provided below and you will be expected to participate in all aspects of the programme.

The focus of the workshops will be on;

- the consolidation of learning from the placements,
- the development of skills and expertise to support becoming a research champion within the NHS
- your personal development and research career progression.

The educational programme will comprise;

1. A two day residential workshop in Bolton, 6th & 7th September 2016
2. A two day residential workshop in Leeds, 25th & 26th October 2016.
3. A two day residential workshop in Newcastle, 9th & 10th February 2017
4. Let's Talk Research Conference, location TBC, mid September 2017

Alongside the residential workshop you will also be required to take part in four group calls. These will take place in smaller regional groups. Three will occur between the residential workshops and the final call will take place three months after completing the internship.

By coming together we also hope that you will develop as a community with the potential to continue beyond the duration of the internships.

What will I be required to produce at the end of the internship?

At the end of the internship you will be required to;

- give an oral presentation of your project during the final residential course
- produce a 3,000 – 5,000 word reflective log
- present a poster summarizing your internship at the 2017 Let's Talk Research Conference.

Who can apply?

To apply for an internship you must:

- be a registered health professional from the list of eligible professions (see appendix 1)
- employed by or working into the NHS
- not already hold or be in the process of studying for a research qualification e.g. a Masters or PhD.

What is involved in preparing an application?

Before embarking upon the application process and contacting a potential supervisor it is expected that you will have obtained relevant approval from your line manager and have discussed with them any potential areas of skills development or service improvement that could be addressed during the internship.

Once you have obtained agreement from your line manager it is expected that you will have identified and had a discussion with your proposed internship supervisor to obtain agreement that they and the host organisation are willing to host your internship and to outline a broad programme of what will be achieved during the internship

Your completed application must be signed by your line manager and internship supervisor.

A panel comprising representatives from Health Education England - North West, Health Education England - North East and Health Education England - Yorkshire and Humber will interview applicants

Overview of the timeline for the internships;

Short listed applicants will be invited for an informal interview which will take place in each locality. The dates for interviews are given below:

- Deadline for applications **5pm Tuesday 31st May 2016**
- Informal interviews week commencing 27th June in your respective local office;
 - Manchester
 - Leeds
 - Newcastle
- Internships start Tuesday 6th September and will be completed by end of February 2017

If you require further information please contact Prof Bill Campbell;
bill.campbell@researchnorthwest.nhs.uk or Jo-Anne Simpson
joanne.simpson@researchnorthwest.nhs.uk.

Please submit completed application forms to Leanne.gregory@researchnorthwest.nhs.uk.

Appendix 1: List of eligible professions

Eligible professions for the HEE Integrated Clinical Academic Programme

Healthcare Science professions

Healthcare scientists who are either statutory regulated by the Health and Care Professions Council or with recognised voluntary regulatory arrangements via the Academy for Healthcare Science in the following broad areas of practice covering over 45 different professional specialisms :

- Life Sciences/Clinical Laboratory Sciences;
- Physiological Sciences;
- Clinical Bioinformatics; and
- Physical Sciences (incorporating Medical Physics) and Clinical Engineering.

These include clinical scientists, biomedical scientists, clinical physiologists and clinical technologists.

AHP Professions

- Art therapist
- Podiatrist
- Dietician
- Occupational therapist
- Orthoptist
- Orthotist and Prosthetist
- Paramedic
- Physiotherapist
- Radiographer (diagnostic and therapeutic)
- Speech and language therapist
- Dramatherapist
- Music therapist

Nurse/Midwife

- Nurse
- Midwife
- Health Visitor

Wider Dental team Professions

- Dental hygienist
- Dental nurse
- Dental therapist

Operating department practitioners

Clinical Psychologist

Pharmacy professions

- Pharmacist
- Pharmacy technician

HEE will accept other applications on a case by case basis as long as you:

- belong to a statutorily registered profession;
- are a graduate (or have equivalent experience); and
- provide NHS services in England.

For roles supporting mental health, please be aware that these may be covered under the remit of the above professions e.g. psychiatric nursing.