



Guidance Notes for Joining Health Education England, East Midlands Clinical Scholar Silver Scientists Programme

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This document contains details on applying to Health Education East Midlands (HEEM) Clinical Scholar Silver Scientists Programme. In particular applying/ registering to become:

- A Clinical Scholar Silver Scientist
- A Mentor

Funding

A single payment grant of £7500 can be offered to the Scientist's organisation to facilitate release from their duties for 30 days. This grant will include:

- salary support and incidental costs for the duration of the programme
- travel expenses
- costs reasonably incurred by the employing organisation in covering their duties

We are aware that in some circumstances this funding will not be enough to cover expenses and additional costs incurred as well as salary support. In these circumstances it is the responsibility of the employer to manage the amount that can be spent to mitigate any financial risk incurred.

Overview

Clinical Scholar Silver Scientists Programme will be open to:

Up to 7 graduate NHS Healthcare Scientists from within the East Midland's Life Sciences, Physiological Sciences, Clinical Engineering and Medical Physics and Bioinformatics professions who are currently registered and have a strong interest and suitability for a research focused clinical career. Individuals should have a Masters level qualification or equivalent in their area of scientific specialism.

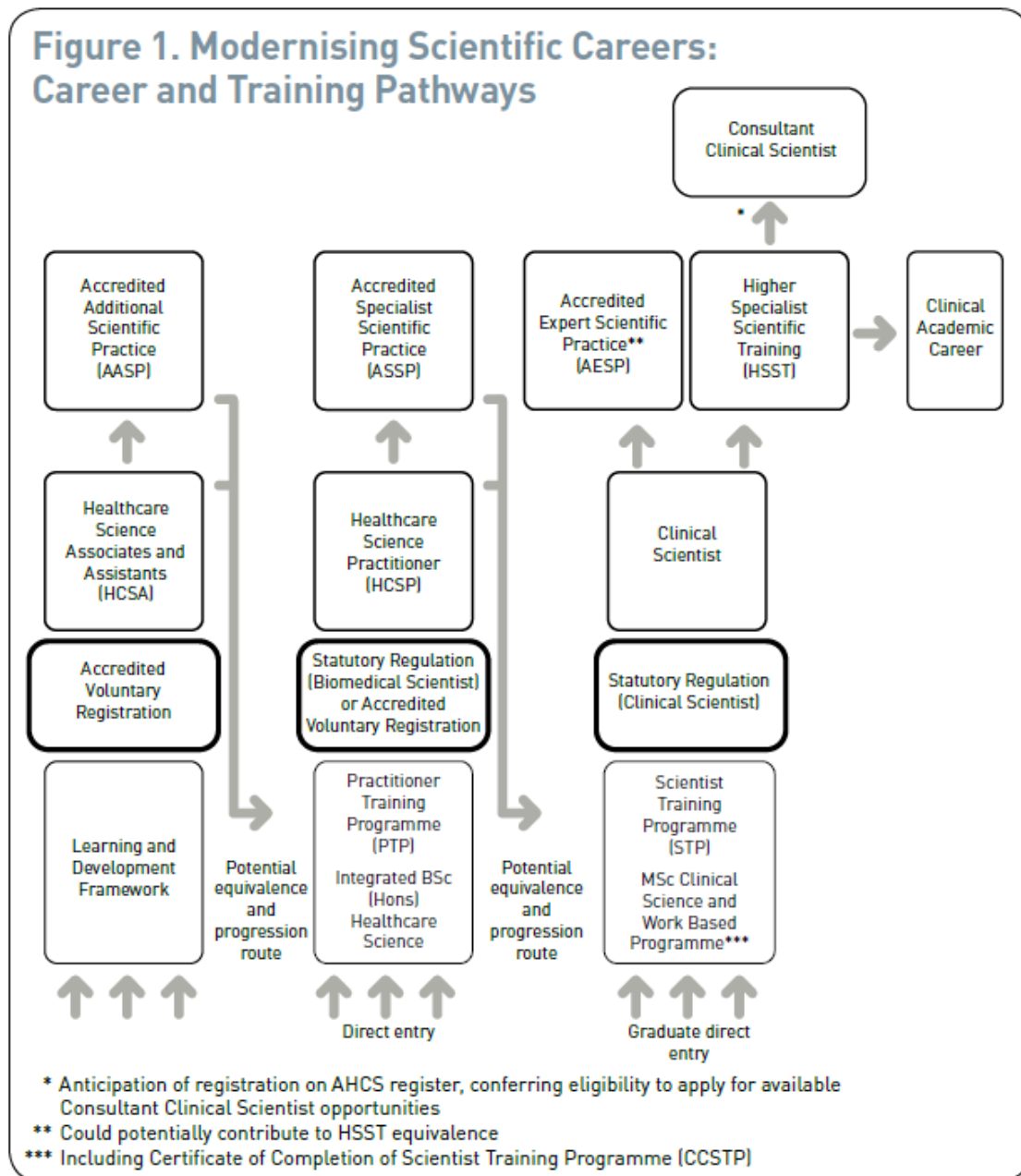
Clinical Scholar Silver Scientists Programme will:

- enhance the Scientists ability to compete successfully for the next stage of the Modernising Scientific Careers Pathway, namely the Higher Specialist Scientific Training Programme (HSST)
- include a placement in either a Clinical, Research and/or Leadership/Management role (dependent on an individual Training Needs Analysis)
- a tailored educational programme to include:
 - Mock Interview
 - Support with applying for a HSST programme
 - Presentation Event
- be for 30 days duration; start date October 2016. This will include mandatory education sessions as outlined above. The remaining can be taken in agreement with the placement host and the scientists employing organisation.

- complete by February 2017.
- include participation in 5 mandatory facilitated Action Learning Sets.

Introduction to the Programme

In 2008 the Department of Health (DH) introduced the Modernising Scientific Careers (MSC) programme. The aim of this was to ensure that the education being provided to Healthcare Scientists was 'consistent and coherent across the different scientific specialisms' and was in line with training for other healthcare professionals. This had previously not been the case.¹



¹ NHS Employers (2014). *Healthcare Science Education and Training – Explaining the Facts*.

Furthermore, these pathways provide the opportunity to grow talented Healthcare Scientists with clinical, leadership and research skills. Specifically, the Higher Specialist Scientific Training (HSST) was implemented in 2014 order to develop consultant level clinical academics. As a new training programme with a highly competitive application process, the number of Healthcare Scientists completing the programme is comparatively low. Therefore Health Education England, East Midlands Clinical Scholar Silver Scientist Programme has been developed in order to support Healthcare Scientists to compete for the HSST. The result of this would be an increasing number of senior scientists with a comprehensive clinical, academic and leadership skill set.

The Clinical Scholar Silver Scientists Programme will be achieved through successful partnerships between NHS healthcare organisations and universities, providing the best environment to support high quality research, education and training.

Aims of the Programme

- To increase the number of Healthcare Scientists qualified to HSST level
- Give Healthcare Scientists the opportunity to develop their clinical, research and/or leadership skills depending on their individual needs
 - Give these professionals the skills to apply for the HSST
- To increase the number of senior Healthcare Scientists with clinical leadership and research responsibilities built into their job roles. Therefore increasing evidence based practice and research capability/ capacity within the NHS.
- To increase the number of Healthcare Scientists who are the consultant Scientist within their organisation

Outputs

Scientists undertaking the programme are expected to deliver by the end:

- Fully worked up application
- 5,000 word academic dissertation based on placement
- A presentation on their placement role and experience of the programme to be delivered to an invited audience
- Successfully complete a mock interview with an action plan for any areas for improvement
- Successful completion of placement as determined by host

Mentorship

Each Scientist will be supported by a mentor from the Senior Scientific community.

The mentor will:

- Provide personalised support to the intern
- Support the intern in writing the application for the HSST
- Support the intern to deliver the above outputs

Benefits to the Healthcare Scientist

- 30 days protected time to focus on a clinical, research or leadership activity to support career development
- Hands on experience within a supported research, clinical and/or leadership/management placement (identified through a training needs analysis)
- Presentation skills
- Peer support in the form of an Action Learning Set
- Matched with a mentor who is appropriate for the Scientists identified developmental needs
- Skills to apply for the HSST
- Masterclasses on areas such as leadership & management and presentation skills (TBC).

Benefits to the Mentor

- £1000 funding per Clinical Scholar towards their organisation
- Provides additional research, clinical and/or leadership/management capacity
- Experience of mentoring

Benefits to the NHS

- £7,500 support for backfill and potentially other costs
- Staff development towards consultants scientist
- Increases research, clinical and/or leadership/management capability in their organisation
- Create a pool of workforce in a niche area who are encouraged to undertake research activities to use within the NHS

Duration

The Clinical Scholar Silver Scientists Programme will commence in October 2016 and run for 6 months until end of February 2017.

Deadlines

HEEM Clinical Scholar Silver Scientists Application Deadline: 1st July 2016

Interviews: 22nd July 2016 (to be held in Leicester)

HEEM Clinical Scholar Silver Scientists Start Date: October 2016

Key Dates

When completing the application form, could you please indicate your first and second choice of dates for the training needs analysis.

Available dates are as follows:

- 4th August 2016
- 5th August 2016
- 11th August 2016

Further information

Please send completed forms and direct any queries to:

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