

ICA

HEE/NIHR Integrated Clinical Academic Programme
for registered non-medical healthcare professionals

NHS



GUIDE TO THE HEALTH EDUCATION ENGLAND/ NATIONAL INSTITUTE FOR HEALTH RESEARCH INTEGRATED CLINICAL ACADEMIC PROGRAMME

September 2017 v.1

CONTENTS

1.	INTRODUCTION AND BACKGROUND	FUNDING ARRANGEMENTS
	THE NATIONAL INSTITUTE FOR HEALTH RESEARCH	MANAGEMENT
	HEALTH EDUCATION ENGLAND	FURTHER INFORMATION
2.	THE IMPORTANCE OF CLINICAL ACADEMIC CAREERS	9. MANAGEMENT OF PERSONAL RESEARCH TRAINING AWARDS
	CLINICAL ACADEMIC POSITIONS	APPLYING FOR A PERSONAL RESEARCH TRAINING AWARD
	RESEARCH TRAINING AWARDS TO SUPPORT THE DEVELOPMENT OF CLINICAL ACADEMIC CAREERS	THE NIHR TCC ONLINE RESEARCH MANAGEMENT SYSTEM
	INSTITUTIONAL AWARDS	PREPARING AN APPLICATION
	PERSONAL RESEARCH TRAINING AWARDS	CHOOSING THE RIGHT AWARD
3.	ICA INTERNSHIPS	CONTRACTUAL AND EMPLOYMENT ARRANGEMENTS
	RATIONALE AND AIMS	FUNDING
	APPLICATIONS, FUNDING AND MANAGEMENT ARRANGEMENTS	COMPETITIONS AND ASSESSMENT OF APPLICATIONS
	INTERSHIP CONTENT	FINANCE MANAGEMENT
	ELIGIBILITY	VARIATIONS TO CONTRACT
	APPLICATIONS FOR INTERNSHIPS	RELOCATING ACTIVE AWARDS
4.	PRE-DOCTORAL LEVEL SUPPORT	COMMUNICATING YOUR RESEARCH
5.	ICA CLINICAL DOCTORAL RESEARCH FELLOWSHIPS (CDRFs)	10. NIHR SUPPORT FOR PROSPECTIVE APPLICATIONS AND AWARD HOLDERS
	RATIONALE AND AIMS	THE NIHR RESEARCH DESIGN SERVICE
	SCOPE	NIHR INFRASTRUCTURE
	EMPLOYMENT AND FUNDING ARRANGEMENTS	THE NIHR INFRASTRUCTURE TRAINING LEADS
	ELIGIBILITY	THE NIHR CLINICAL RESEARCH NETWORK
	COMPETITIONS	CLINICAL TRIALS UNITS
	FURTHER INFORMATION	NIHR INVOLVE
6.	ICA CLINICAL LECTURESHIPS (CLs)	NIHR TRAINING ADVOCATES
	RATIONALE AND AIMS	THE NIHR TRAINEES COORDINATING CENTRE
	SCOPE	RESEARCH FUNDING OPPORTUNITIES FOR NON-MEDICAL HEALTHCARE PROFESSIONALS
	EMPLOYMENT AND FUNDING ARRANGEMENTS	SUPPORT FOR PROSPECTIVE APPLICANTS AND THEIR MANAGERS
	ELIGIBILITY	
	COMPETITIONS	11. FURTHER SUPPORT AND INFORMATION
	FURTHER INFORMATION	WEBINARS TO SUPPORT PROSPECTIVE APPLICANTS AND THEIR MANAGERS
7.	ICA SENIOR CLINICAL LECTURESHIPS (SCLs)	PATIENT AND PUBLIC INVOLVEMENT
	RATIONALE AND AIMS	CLINICAL TRIALS
	SCOPE	MENTORING
	EMPLOYMENT AND FUNDING ARRANGEMENTS	VIDEO CASE STUDIES
	ELIGIBILITY	RESEARCH PUBLICATIONS
	COMPETITIONS	RESEARCH GROUPS
	FURTHER INFORMATION	CONTACT DETAILS
8.	ICA MENTORSHIP SCHEME	
	RATIONALE AND AIMS	
	SCOPE	

1. INTRODUCTION AND BACKGROUND

This guide outlines the various elements which make up the Health Education England (HEE) / National Institute for Health Research (NIHR) Integrated Clinical Academic (ICA) Programme, and has been designed as a resource for prospective applicants as well as current awardees.

The ICA Programme, managed by the NIHR Trainees Coordinating Centre (NIHR TCC) and funded by HEE, provides research training awards for registered healthcare professionals (excluding doctors and dentists) who wish to develop clinical academic careers, combining continued clinical practice and clinical development with clinical research and research leadership. The ICA Programme comprises five schemes, tailored to support aspiring and developing clinical researchers:

- The HEE Internship scheme: A pre-masters clinical research taster
- Pre-doctoral level support: An introduction to clinical research theory and practice
- The HEE/NIHR Clinical Doctoral Research Fellowship (CDRF) scheme enables registered healthcare professionals (excluding doctors and dentists) to obtain a PhD by research whilst also developing their clinical skills.
- The HEE/NIHR Clinical Lectureship (CL) scheme enables registered healthcare professionals (excluding doctors and dentists) who already hold a doctorate to continue research at a postdoctoral level whilst continuing to contribute to clinical practice and developing clinical leadership.
- The HEE/NIHR Senior Clinical Lectureship (SCL) scheme enables registered healthcare professionals (excluding doctors and dentists) with independent clinical research experience to undertake further research in a senior academic position whilst developing as a clinical academic leader.

The ICA Programme offers tremendous opportunities for non-medical healthcare professionals to combine clinical practice with applied healthcare research and research training.

This investment in clinical academic roles provides ICA Programme awardees with the time and resources to develop clinically relevant research skills and expertise, and to pursue relevant research questions. When answered, these inform day to day practice and practice developments improving healthcare and the patient experience.



Professor Ann Moore CBE
Emeritus Professor of Physiotherapy, University of Brighton
Director of the Council for Allied Health Professions Research

THE NATIONAL INSTITUTE FOR HEALTH RESEARCH

The National Institute for Health Research (NIHR): improving the health and wealth of the nation through research. Established by the Department of Health, the NIHR:

- funds high quality research to improve health
- trains and supports health researchers
- provides world-class research facilities
- works with the life sciences industry and charities to benefit all
- involves patients and the public at every step

For further information, visit the NIHR website (www.nihr.ac.uk).

HEALTH EDUCATION ENGLAND

Established as a Special Health Authority in 2012, Health Education England (HEE) is now a Non-Departmental Public Body.

HEE acts to support the delivery of high quality healthcare by ensuring that the workforce has the right skills, values and behaviours, and by ensuring that the right numbers of staff are available at the right time and in the right place. HEE uses its influence to drive real improvements in workforce planning, education and training.

The Mandate from the Government to HEE stresses the importance of research, with objectives to “develop a workforce that embraces research and innovation” and “to support clinical academic careers for health professionals.”

HEE’s Research and Innovation Strategy, has key objectives to develop a multi-professional Clinical Academic Careers Framework for patient benefit and clinical academic careers also play a considerable role in meeting HEE’s responsibilities in the Shape of Training and Shape of Caring reviews, where the ability to research, engage in critical enquiry and implement research findings in every day practice is recognised.

“Developing the evidence base is key to delivering effective and efficient healthcare that meets the needs of individuals and their carers/families. The ICA Programme supports and resources clinicians to develop academically and clinically. By undertaking relevant research, non-medical healthcare professionals can inform the sustainability and transformation of services to improve the health and wellbeing of the population.”



Suzanne Rastrick
Chief Allied Health Professions Officer, NHS England

2. THE IMPORTANCE OF CLINICAL ACADEMIC CAREERS

Clinical Academics (CAs) are clinically active health researchers, undertaking academic roles whilst also providing clinical expertise within health and social care settings. The research questions formulated by CAs are informed by clinical experience and the reality of patient care. As active researchers in fields of relevance to their own practice, and working alongside their clinical colleagues, CAs are also in a strong position to critically appraise and utilise research findings in the development of evidence based clinical practice and patient care. As such, CAs are uniquely placed to make invaluable contributions to the development of optimum care and services for patients and the public.

The importance of research to healthcare is highlighted by its inclusion in the NHS constitution (<https://www.gov.uk/government/publications/the-nhs-constitution-for-england>). Research is considered to be core NHS business and there is now evidence that NHS trusts that engage in research deliver better outcomes for patients. (Refs: <http://journals.plos.org/plosone/article?id=10.1371/journal.pone.0118253> and <http://gut.bmj.com/content/early/2016/10/14/gutjnl-2015-311308.full>). The importance of clinical academic careers to healthcare provider organisations cannot, therefore, be under-estimated.

Investment in a CA career infrastructure has the potential to transform patient services, inspire staff to develop and innovate, attract clinicians in a competitive market, and address quality and safety issues. Such developments benefit individual staff members and their organisations, and ultimately accelerate improvements in health care services for patients and the public.

A truly multidisciplinary workforce is key to the future of the NHS and the same is true of the clinical academic workforce. It is vital, therefore, that all health professionals play their part in driving and leading research activity, ensuring that clinical research has the potential to pervade and benefit the care pathway in its entirety.

"Because they are perfectly positioned to draw on, develop and direct well informed and relevant research for the benefit of patients, the importance of researcher clinicians cannot be overstated. Neither, therefore, can one overstate the importance of the ICA Programme, which supports healthcare professionals to concurrently undertake high quality research, research training and clinical practice."



Dr Mal Palin
NIHR Senior Programme Manager, ICA Programme

CLINICAL ACADEMIC POSITIONS

To be effective, clinical academic positions require support and buy in from both academic and clinical host organisations. Local structures for supporting clinical academics vary across the country, and if an organisation is in the early days of developing a clinical academic career structure, aspiring clinical academics are in a position to help shape and influence what this looks like.

Irrespective of the details, an effective CA must be in a position to develop and lead research and to draw on research-derived knowledge to influence improvements in patient care and service delivery. These requirements dictate that the individual's academic and clinical 'jobs' are not mutually exclusive, but are instead complementary, informing and supporting each other, and definable within a single role.

The ICA Programme supports a clinical academic model where the awardee holds one substantive employment contract with a clinical host and an honorary employment contract with an academic host or the reverse arrangement. A partnership between the two hosting organisations supports both the individual CA and the local development of a clinical academic career infrastructure for non-medical healthcare professionals.

The readiness of organisations to support clinical academic careers varies across the country, with pockets of good practice and support, and other examples where organisations are less well set up to support and nurture aspiring clinical academics. It is advisable for aspiring clinical academics to base themselves within organisations where the importance of research is well understood and clinical academic careers are appropriately supported.

The NIHR has published guidance for aspiring clinical academics to support discussions with managers about development of a clinical academic career. (<https://www.nihr.ac.uk/our-faculty/documents/Building-a-research-career-handbook.pdf>).

The Association of UK University Hospitals has also developed a toolkit for healthcare providers which supports organisations to develop and sustain clinical academic careers for the non-medical healthcare professions (<https://www.medschools.ac.uk/media/2325/aukuh-transforming-healthcare.pdf>).

The benefits of clinical academic careers at an organisational level are examined in a Health Services Journal supplement that the ICA programme commissioned in 2015 (<https://www.hee.nhs.uk/sites/default/files/documents/HSJ%20supplement%20-%20Research%20impact.pdf>).

"By allowing staff to combine academic research and clinical activities, we have attracted new talent to the Trust and also been able to provide exciting and valuable development opportunities for existing staff. They bring additional skills and knowledge into the organisation and are then able to apply this to their clinical practice. The type of research that is being undertaken will enable us to improve clinical quality, safety and patient outcomes."



Sir Ron Kerr
Senior Board Advisor, Guy's and St Thomas' NHS Foundation Trust

RESEARCH TRAINING AWARDS TO SUPPORT THE DEVELOPMENT OF CLINICAL ACADEMIC CAREERS

The ICA Programme was launched in 2013; an amalgamation of the preceding Clinical Academic Training (CAT) Programme for nurses, midwives and allied health professionals and the Healthcare Science (HCS) Fellowships Programme, with an expanded eligibility that now encompasses all statutorily registered healthcare professionals except doctors and dentists (<https://www.nihr.ac.uk/funding-and-support/documents/ICA/TCC-ICA-Eligible-Professions-and-Registration-Bodies.pdf>). HEE is responsible for the programme and has an objective to increase numbers of staff across all clinical and public health professions with a proper understanding of research and its role in improving health outcomes, and able to participate in and utilise the results of research. In order to direct and oversee delivery of this key objective, HEE, with the support of the NIHR, established a Clinical Academic Careers Stakeholder Group (CACSG) which brings together HEE, NIHR, Department of Health, the Chief Professional Officers and other key stakeholders.



"I constantly felt I had to choose between my 2 interests and work clinically for a period and then work in research and vice-versa, or to work part-time in both. My research ideas come from my clinical experience so to separate them out does not make sense to me. Therefore I was delighted to find that the NIHR wanted to encourage people like me to have a clinical academic career."

ICA Clinical Lecturer, Dietician



The ICA Programme comprises five levels of award, which support aspiring and developing clinical academics from the very early stages of their clinical research careers up to their appointment to senior clinical academic positions. All schemes welcome applications from eligible individuals, irrespective of whether they have held an ICA, HCS or CAT award previously.

The ICA Programme confers institutional and personal research training awards.

INSTITUTIONAL AWARDS

- ICA Internships
- ICA Masters in Clinical Research Studentships

Institutional awards are conferred to organisations that can demonstrate an ability to provide appropriate research training. Awards are granted following open competition and independent assessment, this process being managed by HEE (Internships) or the NIHR TCC (Masters). Competitive institutions demonstrate an infrastructure in alignment with the wider aims and objectives of the ICA Programme and a capacity to provide awardees with the training to support their further development as a clinical academic. Individuals seeking support via an institutional award are required to apply to the funded institution directly.

PERSONAL RESEARCH TRAINING AWARDS

- Clinical Doctoral Research Fellowships (CDRF)
- Clinical Lectureships (CL)
- Senior Clinical Lectureships (SCL)

The HEE/NIHR personal research training awards offer healthcare professionals (excluding doctors and dentists) an opportunity to undertake fully funded clinical research, research training and tailored professional development whilst maintaining clinical practice and salary.

Applications to the personal award schemes are made by the prospective awardee to the NIHR TCC directly and should demonstrate their ownership of the proposal in its entirety.

With a view to maximising the personal development afforded by the funding, it is expected that applicants propose a project that can be completed within the period of the award, and predominantly by themselves.

In addition to the above, prospective applicants are required to propose a training plan that will complement the proposed research and, with it, further their development as a clinical academic leader.

Further advice regarding applying for and managing a personal research training award is discussed under “Management of Personal Research Training Awards” (page 32).

3. ICA INTERNSHIPS

RATIONALE AND AIMS

A high proportion of practicing clinicians have little or no direct exposure to clinical research activity and, therefore, little opportunity to contribute to the development of evidence-based practice. Internships are short duration awards designed to increase the number of healthcare professionals (excluding doctors and dentists) with a practical understanding of clinical research and its role in improving health outcomes, and have been specifically designed for health professionals who have little or no research experience. Interns develop the knowledge and skills to participate in and design research, utilise research findings and better take advantage of research career opportunities.

The scheme incorporates a range of taught and academically supervised components that engage and expose the intern to the clinical academic research environment, providing the practical skills to undertake a research project or develop a project idea, supported by an expert supervisor.



“Following completion of my Internship, I feel better equipped to design and conduct research that is clinically focused with the aim to inform and improve the quality of patient care... I feel in a much better position to apply for an MRes.”

ICA Intern, Acute Oncology Nurse



APPLICATIONS, FUNDING AND MANAGEMENT ARRANGEMENTS

Local HEE teams invite applications for internships every spring. Successful applicants will commence their internships in the autumn of the same year, the internship coinciding with the traditional academic year.

All internships are managed by local HEE teams, and have been designed to best meet local requirements, individual needs and make the most of the academic provision in each area. Irrespective of locality, internships provide a challenging and informative experience that will:

- develop research and research capabilities throughout all parts of the NHS in order to enhance and diffuse evidence based practice (by providing research champions);
- develop a network of clinical academics so that learning, best practice and innovation can be shared and disseminated, regionally and nationally;
- support development of interns' clinical skills through enhancing research skills;
- encourage research into areas related to HEE's Mandate or to education and training as a whole;
- offer insight into a career in clinical academia and experience which supports applications for further formal research training. Funding is provided to each HEE local team to cover the intern's salary on the days spent undertaking the scheme, and the costs of running the programme, including the cost of any necessary supervision.

HEE local teams are responsible for advertising the opportunities and for managing applications to, and allocation of places on, their Internship scheme.

INTERNSHIP CONTENT

Internships are available annually, run for approximately six months and provide:

- an introduction to a variety of aspects and roles across clinical academic research
- the opportunity to undertake and engage in research activity supported by an expert supervisor
- awareness of opportunities for further formal research training e.g. MRes; and an introduction to relevant support networks for aspiring clinical academics

By the end of the programme, participants should have the confidence to apply their newly learned skills within their employing Trusts, champion the benefits of research, and consider a future clinical academic career to include formally accredited education programmes.

“

“I think I am a more confident practitioner as a resultand I have a greater understanding of how clinical academic research supports changes in clinical practice with direct patient benefit.”

ICA Intern, Arts Psychotherapist

”

ELIGIBILITY

Applicants for ICA Internships must belong to one of the ICA eligible professions and hold registration with the required professional body listed for that profession.

The internships are only available to those who have received limited formal training in research. Individuals who completed a diploma or masters as a requirement of professional registration are still eligible to apply.

Applicants must propose research activity that has clear potential to benefit patients and the public, and should contribute to one of HEE's Mandate requirements.

APPLICATIONS FOR INTERNSHIPS

Prospective applicants should contact their local HEE team directly for further information regarding their local internship scheme and the application process. A list of the HEE Local Internship Leads is available via the HEE/ NIHR ICA Programme webpages, along with a series of case studies from previous interns.

Further information: Website: www.hee.nhs.uk/internships Email: ri@hee.nhs.uk

I applied for the ICA Internship scheme as I have always had an interest in research and wanted the opportunity to find out what a clinical academic career would be like. This award gave me protected time away from my regular position to question, experience and formulate a research question applicable to my field of practice, as well as the resources to review the current literature around pivotal aspects of my role, with support from an academic supervisor.

Since completing the Internship I have been working alongside nurse academics at the University of Birmingham. I have applied and been successfully awarded funding from The Burdett Trust to undertake further research. I have developed research governance experience, applying for ethical and local R&D approval and conducted a number of interview and focus groups to collect data.

The Internship has given me the confidence to share my experiences at a symposium at the Royal College of Nursing International Nursing research conference. This experience has confirmed that I wish to pursue a research career within public health nursing.

Alison Lewis, Public Health Nurse
South Warwickshire NHS Foundation Trust – Research area: Clinical Supervision

4. PRE-DOCTORAL LEVEL SUPPORT

ICA eligible healthcare professionals with limited formal research training within their initial professional studies, or who have not been involved in research since their initial clinical training, may find opportunities for research funding and doctoral level study difficult to access.

Pre-doctoral level funding supports such professionals to undertake formal training that will equip them with the skills and experience to deliver research in clinical settings and to access further doctoral funding. To date this support has been delivered via funded places on MRes courses, which were selected following open competition. The nature of support for pre-doctoral trainees is currently being reviewed as part of NIHR's wider training review. Details of how pre-doctoral support will be delivered going forward will be announced on the NIHR website in due course.

Any change in how pre-doctoral level support is delivered going forward will not affect trainees already undertaking an MRes or due to start one.

5. ICA CLINICAL DOCTORAL RESEARCH FELLOWSHIPS (CDRFs)

RATIONALE AND AIMS

A PhD provides validation of an individual's capacity to undertake high quality independent research and serves as a vehicle for personal academic development. In addition, the continuation of professional development, as opposed to the mere maintenance of clinical skills, is necessary for any aspiring clinical leader. A successful and effective clinical academic must excel both clinically and academically. The CDRF scheme uniquely affords ICA eligible professionals the opportunity for research doctorate level study and qualification alongside continued professional practice and development.



"I felt the award was comprehensive and suits the pathway I would like for my career. It gives support on all fronts – financial, training, personal and professional development – to make it possible to carry out the project to a high standard and put me on the right track to be a successful clinical academic."

ICA Clinical Doctoral Research Fellow, Nurse



SCOPE

ICA CDRFs cover the fellow's salary, fund the costs of an approved research project and meet the costs of a personal training and development programme.

CDRF applicants are invited to pursue a research topic of their own choosing (notwithstanding the requirement for any funded study to lie within the remit of the NIHR and address one or more of HEE's stated priorities) and to propose PhD study at any appropriate Higher Education Institution (HEI).

It is the applicant's responsibility to:

- conceive and design a novel research project of appropriate scope and depth to constitute the subject of a PhD thesis;
- identify and recruit an appropriate supervisory team; and
- gain agreement for support of the study by an appropriate HEI.

The personalised research training programme undertaken over the course of a CDRF should provide the fellow with the skills necessary to undertake the funded research, effectively disseminate any resultant findings and, ultimately, to realise their academic leadership aspirations. Whilst the principal purpose of the research training should be to afford the applicant with the skills needed to successfully undertake the proposed fellowship, it is permissible that limited elements of the plan serve primarily to support the applicant's wider and longer-term academic career aspirations.

As well as undertaking PhD study and research training, fellows are also supported and salaried to practice and develop professionally.

“

“The CDRF has given me the opportunity to be seconded into different clinical jobs, which have enriched my clinical knowledge and allowed me to develop my skills in a multitude of roles.”

ICA Clinical Doctoral Research Fellow, Nurse

”

Applicants are expected to consider their existing professional skill set and should propose a clinical training and development plan that is appropriate for their level of clinical seniority. Senior clinicians may choose to propose activities that will ensure the maintenance rather than development of their clinical skills.

The emphasis on continued professional practice and development sets the CDRF scheme apart from the separate NIHR Doctoral Research Fellowship scheme, which is open to anyone wishing to develop health research skills through doctoral study but does not fund clinical development. Prospective applicants without current professional registration and/or a clinical post are particularly encouraged to consider the NIHR Doctoral Research Fellowship scheme, which might better suit their circumstances and aspirations.

Following completion of a CDRF, fellows should be able to evidence:

- completion of the research proposed in their application;
- award of a PhD;
- completion of a substantial, robust and wide-ranging training and development programme;
- increased research skills;
- increased clinical skills;
- publications arising from the fellowship; and
- involvement in collaborative research relationships.

EMPLOYMENT AND FUNDING ARRANGEMENTS

Whilst all applicants will require hosting by a HEI *and* by a provider of clinical services, one organisation must be identified as the 'Employing Host Organisation', which will employ the prospective fellow for the hours and period of the proposed fellowship. This organisation may or may not be the applicant's current employer.

The Employing Host Organisation can be either a recognised HEI based in England, a NHS body based in England or any other provider of health or social care services that is at least 50% publicly funded (for example, a commissioned social enterprise or local authority). This organisation must be capable of fulfilling the role of research sponsor as set out in the Research Governance Framework for Health & Social Care (<https://www.gov.uk/government/publications/research-governance-framework-for-health-and-social-care-second-edition>). Applicants proposing a clinical Employing Host Organisation must include the HEI at which their PhD will be registered as their lead academic host.

Applicants may wish to take advice from their supervisors and mentors before deciding which organisation to propose as their Employing Host Organisation. This decision should take the personal circumstances of the applicant into account.

All funding associated with the fellowship will be payable to the Employing Host Organisation only. It will be the Employing Host Organisation's responsibility to manage these funds as allocated and described within the award contract. This contract, between the Secretary of State for Health and the Employing Host Organisation, will cover the duration of the fellowship but does not in itself constitute a contract of employment for the fellow.

Applicants must propose to undertake the CDRF either:

- a. full-time (100%) for 36 months;
- b. part-time (75%) for 48 months; or
- c. part-time (60%) for 60 months.

The scheme is unable to support awards of any other duration or profile. Activities undertaken outside of the contracted fellowship hours are at the fellow's own discretion and are not funded by the fellowship.

ELIGIBILITY

The CDRF scheme is open to graduates belonging to one of the ICA eligible professions. Applicants must additionally meet each of the following criteria:

- Applicants must hold registration with the required professional body/council by the proposed award start date.
- Applicants must have at least one year's experience of professional, post-graduation, clinical practice at the point of application.
- Applicants must propose employment by an English NHS body or other publically funded healthcare provider, or by a recognised English HEI.
- Applicants are expected to have a First Class or Upper Second Class bachelor's degree or equivalent and/or a Masters degree.
- Applicants must have research experience and/or research training that prepares them to undertake a PhD (research doctorate).

- Applicants must propose registration (or be registered) for a PhD (research doctorate) at a recognised HEI in England.
- Applicants who have already registered for a doctorate are eligible to apply as long as, at the point of uptake of an award, they have not been registered for longer than 12 months WTE (Whole Time Equivalent).
- Applicants must propose research that lies within the remit of the NIHR (<https://www.nihr.ac.uk/funding-and-support/documents/ICA/TCC-ICA-NIHR-Remit-and-HEE-Priorities-R2-2016.pdf>) and fulfils one of the HEE Mandate priorities (details available in the guidance notes for each specific funding round).

Prospective applicants must ensure that they have read, and are referring to, the most recent version of the CDRF applicant guidance notes before embarking on the application process.

Applicants unsure of their eligibility should contact the NIHR at TCCawards@nihr.ac.uk.

COMPETITIONS

Panel meeting dates do differ from year to year, but the broader competition timetable is fixed and will follow the approximate schedule described below.

ANNUAL MILESTONES	ANTICIPATED TIMEFRAME
COMPETITION LAUNCH	EARLY MARCH
DEADLINE FOR SUBMISSION OF APPLICATIONS	APRIL / MAY
SHORTLISTING	SEPTEMBER
APPLICANT INTERVIEWS	NOVEMBER
AWARD UPTAKE	1ST APRIL, 1ST MAY, 1ST JUNE

Fellowships can only be deferred in exceptional circumstances and with the consent of the NIHR.

FURTHER INFORMATION

Website: <https://www.nihr.ac.uk/funding-and-support/funding-for-training-and-career-development/training-programmes/nihr-hee-ica-programme/nihr-hee-ica-programme-cdrf.htm>

Email: TCCawards@nihr.ac.uk

Video case study: <https://www.youtube.com/watch?v=fUutoM8bYGA>

CDRF EXPERIENCE

I had previously studied research-related topics in my undergraduate and postgraduate degrees, which provided an interest in research processes and methods and evidence-based practice. I completed the HEE/NIHR Masters in Clinical Research and was able to use this training to identify and address several “real-world” clinical research questions that were directly relevant to the clinical practice that I wanted to improve. The obvious way to achieve this was to carry out research in the area in order to contribute to the evidence base, while developing my clinical research knowledge, skills and outputs and building a clinical academic career. The CDRF was the next step along the pathway and represented an ideal way to help me achieve my goals.



When developing my CDRF research proposal, I particularly enjoyed the iterative process of refining the application, which involved a significant amount of collaboration with my supervisors, other Clinical Academics, topic and methods experts, clinical research support staff and patients and carers. The process provided a fantastic opportunity to learn about my topic and my proposed methods and to enhance my networking, negotiation, time management and writing skills.

The CDRF is an incredible opportunity to receive funding for your PhD fees, your salary and all your research costs, as well as a comprehensive, bespoke training and development programme. It also provides funding to attend conferences and other research events and this has enabled me to disseminate my research outputs and to build a network of potential research collaborators for the future. Mentoring by an established Clinical Academic is also provided as part of the award.

My CDRF training programme has enabled me to develop specific methodological knowledge and skills, in addition to wide-ranging professional skills, such as writing for publication, presentation, dissemination, networking and leadership skills. I have gained a greater understanding of national clinical research priorities, funding streams and governance processes. I am a “Research Champion” within my profession and I am able to provide mentoring to other allied health professionals who want to pursue a clinical academic career.

I have developed a greater understanding of my area of clinical practice and the many dissemination and networking opportunities provided by the Fellowship have enabled me to build a national profile and to develop several new leadership roles within my profession. I have built a wide network of contacts and a solid reputation for my subject knowledge within and outside my profession.

Going forward, I want to continue to develop a clinical academic career. I plan to apply for the ICA CL within the next three years. My ultimate goal is to obtain a joint-funded NHS-HEI clinical research post.

Mark Jayes, Speech and Language therapist

University of Sheffield / Sheffield Teaching Hospitals NHS Foundation Trust – Research area: MENTAL CAPACITY ASSESSMENT OF PATIENTS WITH COMMUNICATION DISORDERS IN HEALTHCARE SETTINGS

6. ICA CLINICAL LECTURESHIPS (CLs)

RATIONALE AND AIMS

A growing body of healthcare professionals who aren't doctors or dentists have completed a PhD and wish to further their clinical academic career. To become clinical academic leaders, these individuals must continue to develop both academically and clinically whilst gaining relevant experience and independence as researchers.

The CL scheme, open specifically to recent doctoral graduates and early postdoctoral researchers, provides the funding to undertake a 50/50 clinical academic role, designed to help further develop the individual's clinical academic career and gain independence, as they continue on a trajectory to become a clinical academic leader.

Clinical Lecturers have the time and support to develop the specific skill sets required to achieve credibility as independent researchers, whilst continuing their professional practice and development. There is also an expectation that Clinical Lecturers will help build research capacity amongst non-medical professions.



"The Clinical Lectureship made it possible to combine both research and clinical practice with training and development in both areas, cementing what was learned in my PhD and providing opportunities to become an independent researcher and better clinical practitioner."

ICA Clinical Lecturer, Music Therapist



SCOPE

CL applicants must propose to split their time equally between clinical development and practice on the one hand, and research and research training on the other. CL applicants therefore require support from a publicly funded healthcare provider and a HEI. These organisations are expected to commit to work in partnership to support the clinical academic career of the applicant over the course of the CL and post award.

Applicants should remain mindful when developing their research plan that it should be of appropriate scale and scope to ensure completion by the end of the CL. In addition, as a personal training award, the research must predominantly be undertaken by the applicant themselves to provide the awardee with the skills to develop as an academic leader in their field.

Applicants are welcome to propose a single project or a number of discrete studies, which together comprise a cohesive programme of work. Irrespective of this choice, a Clinical Lecturer will draw on their work and specialist knowledge to develop further research and grant applications, which will support the continuation of their clinical academic career.

With a view to maximising their professional development during the Lectureship, applicants should consider their existing skill set and propose a professional development plan that is appropriate for their level of clinical seniority. Senior clinicians may choose to propose activities that will ensure the maintenance rather than the development of their clinical skills, but all applicants are expected to pursue opportunities for development as a clinical leader.

Clinical Lecturers are expected to use their CL to develop and grow their research network and foster new collaborations. Both are important to the Lecturer's career progression towards recognition as a clinical academic leader.

“

“I am able to speak confidently to stakeholders about implementing evidence-based care directly into practice. The Clinical Lectureship provides my ideal combination of clinical and research roles.”

ICA Clinical Lecturer, Physiotherapist

”

Following completion of a CL, the Lecturer should be able to evidence:

- completion of a programme of research as detailed in the application. This research must be within the NIHR remit and fulfil at least one of the HEE priorities;
- increased research skills in existing and new areas;
- increased clinical skills;
- increased independence as a researcher;
- publications arising from the research programme; and
- increased generic skills such as management and leadership skills.

All applicants, especially those from an educational or academic background, are expected to show a credible commitment to return to / continue with clinical practice as part of their development as a clinical academic, with an appropriate plan backed up by their clinical host.

“

“The award has enabled me to access training that is specialised and relevant to my area as a clinical practitioner and researcher. The funding also helped me to extend my professional networks through attendance at conferences and research visits to other institutions.”

ICA Clinical Lecturer, Physiotherapist

”

EMPLOYMENT AND FUNDING ARRANGEMENTS

Clinical Lecturers must be hosted by both an academic and clinical host organisation, one of which must be identified as the Employing Host Organisation, which will hold the award contract and employ the trainee for the hours and period of the CL.

The host organisations can be a recognised HEI based in England, a NHS body based in England or any other organisation which provides health or social care services that is at least 50% publicly funded (for example, social enterprises or local authorities) and that is capable of fulfilling the role of research sponsor as set out in the Research Governance Framework for Health & Social Care (<https://www.gov.uk/government/publications/research-governance-framework-for-health-and-social-care-second-edition>). In addition, the clinical element of the Lectureship must be publically funded health and/or care services.

Applicants may wish to take advice from their mentors before deciding which organisation to propose as their Employing Host Organisation. This decision should take the personal circumstances of the applicant into account and does not have to be their current employer.

All funding associated with the CL will be payable to the Employing Host Organisation only. It will be the Employing Host Organisation's responsibility to manage these funds as allocated and described within the award contract. This contract, between the Secretary of State for Health and the Employing Host Organisation, will cover the duration of the CL but does not in itself constitute a contract of employment for the award holder.

Applicants must propose to undertake the CL either:

- full-time (100%) for 36 months;
- part-time (75%) for 48 months; or
- part-time (60%) for 60 months

The scheme is unable to support awards of any other duration or profile. Employment or activities undertaken outside of the contracted CL hours are at the award holder's discretion and are not funded by the award.

If CLs are undertaken on a part-time basis, the balance of research and clinical time must still be 50:50. For example, an applicant may wish to hold the award for five years, with 60% of their time being committed to the CL. The time spent on research for the CL would therefore be 30% of the 5 years as would the time in clinical practice.

CLs fund up to 50% of the award holder's total salary, the costs of the approved research project as detailed in the application and the costs of a personal training and development programme which includes clinical development. The remaining 50% of the award holder's salary needs to be met by the partnership of the hosting organisations (although one half of the partnership may cover this cost in full). The relative salary contributions made by the hosting organisations are at their discretion and should be agreed prior to, and detailed in, the application.

ELIGIBILITY

The CL scheme is open to graduate (post-degree) professionals from one of the ICA eligible healthcare professions. Applicants must additionally meet each of the following criteria:

- Applicants must hold registration with the required professional body/council by the proposed award start date.
- Applicants must propose research that lies within the remit of the NIHR (<https://www.nihr.ac.uk/funding-and-support/documents/ICA/TCC-ICA-NIHR-Remit-and-HEE-Priorities-R2-2016.pdf>) and fulfils one of the HEE Mandate priorities (details available in the guidance notes for each specific funding round).
- Applicants must have at least one year's experience of professional, post-graduation, clinical practice at the point of application.
- Applicants must have less than five years WTE postdoctoral research at the time of application.
- Applicants must have a relevant PhD (research doctorate) or professional doctorate (see below) or have submitted their thesis at the time of application. Shortlisted applicants must have been awarded their doctorate at least one month prior to the candidate interviews held in that calendar year.
- Professional Doctorates: Prospective applicants who hold a Professional Doctorate will be assessed for eligibility by the NIHR on a case by case basis. Evidence must be submitted to NIHR TCC by the applicant's host HEI demonstrating that they meet the professional doctorate eligibility criteria (<https://www.nihr.ac.uk/funding-and-support/documents/ICA/Round%203%20Professional%20Doctorates%20Eligibility%20Criteria%202017.pdf>) and are eligible to be appointed as a Clinical Lecturer (or equivalent role). Candidates must wait for confirmation of eligibility from the NIHR TCC following the submission of this evidence before starting with an application.

Prospective applicants must ensure that they have read and are referring to the most recent version of the CL/SCL applicant guidance notes before embarking on the application process.

Applicants unsure of their eligibility should contact the NIHR at TCCawards@nihr.ac.uk



"The advantage of having a dual clinical and academic role is it will help ensure that care is based upon the best available evidence, while also being safe, person-centred, competent and compassionate."

Patrick Callaghan, ICA CL and SCL Panel Chair. Council of Deans for Health
Professor of Mental Health Nursing, University of Nottingham



COMPETITIONS

Panel meeting dates do differ from year to year, but the broader competition timetable is fixed and will follow the approximate schedule described below.

<i>ANNUAL MILESTONES</i>	<i>ANTICIPATED TIMEFRAME</i>
<i>COMPETITION LAUNCH</i>	<i>EARLY MARCH</i>
<i>DEADLINE FOR SUBMISSION OF APPLICATIONS</i>	<i>LATE APRIL</i>
<i>SHORTLISTING</i>	<i>JUNE</i>
<i>APPLICANT INTERVIEWS</i>	<i>NOVEMBER</i>
<i>AWARD UPTAKE</i>	<i>1ST APRIL, 1ST MAY, 1ST JUNE</i>

CLs can only be deferred in exceptional circumstances and with the consent of the NIHR.

FURTHER INFORMATION

Website: <https://www.nihr.ac.uk/funding-and-support/funding-for-training-and-career-development/training-programmes/nihr-hee-ica-programme/nihr-hee-ica-programme-cl.htm>

Email: TCCawards@nihr.ac.uk

Video case study: <https://www.youtube.com/watch?v=Whq6Ag728SA>

CLINICAL LECTURER EXPERIENCE

I'm a Healthcare Scientist, and so research has always been an integral part of my role. I became increasingly aware, as my career has progressed, that in order to most effectively deliver improvements for patients I needed to work more closely with academia, but maintain a foot in clinical practice. I was fortunate enough to be awarded a HEE/NIHR Healthcare Science Doctoral Fellowship, completing my PhD on 'The role of the environment in transmission of healthcare associated infection' in 2015.



When applying for my current CL I enjoyed speaking to a diverse group of professional colleagues about what could be achieved, as well as seeing my PhD work develop into a new project that will definitely have patient impact. I made a list of what I needed in order to achieve my long terms goals and tailored my CL training Programme to enable these to be fulfilled.

The great thing about the CL is that it delivers funding for my dream post, one that allows me to hold both an academic position and a clinical one. In contrast to a purely research award it permits time and support for developing both my clinical experience and my academic experience in parallel, with the final goal to be able to maintain both after the end of the funding. My funding includes support for courses but also placements to build an academic research network that will be invaluable for my long term career. It also supports leadership courses and mentorship that will enable me to feel supported whilst becoming a leader in my field.

The CL has already had a profound impact on my research career. It has enabled me to develop new collaborations and attain substantial further grant funding. It has allowed me to develop a group, now consisting of two PhD students and a postdoctoral researcher. Perhaps more critically, it has given me the confidence to pursue my academic ambition in a way I had not believed possible whilst maintaining my clinical role.

Receiving this award has resulted in a profound shift in how I am seen by my clinical colleagues. By preparing a clinical training plan with my clinical colleagues, they are invested in aiding me to gain the skills to attain my clinical ambitions and they recognise how this award will be beneficial to them and the Trust.

Going forward, I intend to continue to develop my clinical academic career and using my position to demonstrate the benefits to both my academic and clinical colleagues in order to ensure their continued support.

Dr Elaine Cloutman-Green, Healthcare Scientist
Great Ormond Street Hospital – FIELD OF RESEARCH: PREVENTION OF HEALTHCARE ASSOCIATED INFECTIONS

7. ICA SENIOR CLINICAL LECTURESHIPS (SCLs)

RATIONALE AND AIMS

The continued development of the clinical academic career pathway is resulting in a growing body of non-medical clinical lecturers with the potential to take on leadership and strategic positions, both academically and professionally. SCLs provide these individuals with the opportunities to further develop their career as they transition from an independent clinical academic to a clinical academic leader.

The SCL supports senior clinical academics who aren't doctors or dentists and their hosting organisations to develop flagship positions that incorporate professional and research leadership elements. SCLs serve the multiple functions of developing the award holder, introducing a valuable CA perspective into the organisation's strategic thinking, and capacity building within the partnership of hosts to enable the development of non-medical CA positions.

The SCL affords awardees with the time and space to build research teams, set research agendas and drive evidence based practice improvements across clinical settings.



"The award has allowed me to have the clinical academic split I was trying to achieve independently. It will pave the way for future grant applications and academic promotion."

ICA Senior Clinical Lecturer, Diabetes Nurse



"New collaborations and access to strategic conversations are increasingly part of my working life."

ICA Senior Clinical Lecturer, Physiotherapist



SCOPE

SCL applicants must propose to split their Lectureship time equally between clinical development and practice on the one hand, and research and research training on the other.

Like CL applicants, therefore, SCL applicants require support from a publicly funded healthcare provider and a HEI. These organisations are expected to commit to work in partnership to support the development of the Lecturer as a clinical academic leader within the hosting organisations, over the course of the SCL and, importantly, post award.

Applicants should remain mindful when developing their research plan that it should be of appropriate scale and scope to ensure completion by the end of the SCL. In addition, as a personal training award, the research must predominantly be undertaken by the applicant themselves to provide the awardee with the skills to develop as an academic leader in their field.

Applicants are welcome to propose a single project or a number of discrete studies, which together comprise a cohesive programme of work. Irrespective of this choice, a SCL will draw on their work and specialist knowledge to access additional research funds to enable development of a research team, which will continue progression of the trainee's research agenda.

With a view to maximising their professional development during the SCL, applicants should consider their existing skill set and propose a professional development plan that is appropriate for their level of clinical seniority. Senior clinicians may choose to propose activities that will ensure the maintenance rather than the development of their clinical skills, but all applicants are expected to pursue opportunities for continued development and practice as a clinical leader.

The SCL is set apart from the more junior CL by the independence of the awardee as a researcher and the potential to lead at a strategic level, both clinically and academically. With a view to achieving demonstrable evidence-based practice adoption, increased research awareness of clinical staff, and clinical academic capacity building, SCL applicants must be capable of undertaking a key leadership role.



"Attaining an ICA award is a huge privilege. It combines the elements of research funding to deliver the research study, training that encompasses research, clinical and academic leadership, and networking and mentorship. The awards are unique internationally and much envied by international colleagues and this investment is building research capacity at a senior level."

ICA Senior Clinical Lecturer, Nurse



Following completion of the SCL, individuals will be able to evidence:

- completion of the research proposed in the application which should be within the NIHR remit and fulfil at least one of the HEE priorities;
- significant further research funding;
- significantly strengthened publications record;
- significant career progression; and
- significant contribution to the development of health research capacity.

All applicants, especially those from a research or teaching background, are expected to show a credible commitment to return to / continue with clinical practice as part of their development as a clinical academic, with an appropriate plan backed up by their clinical host.

“

“The award has enabled me to pursue the integration of research into practice to improve clinical effectiveness. This is achieved through, for example, membership of strategic clinical groups to deliver and evaluate service innovations.”

ICA Senior Clinical Lecturer, Nurse

”

EMPLOYMENT AND FUNDING ARRANGEMENTS

Whilst all applicants will require hosting by a HEI (an academic host) and by a provider of clinical services (a clinical host), one of these organisations must be identified as the Employing Host Organisation, which will host the SCL and employ the prospective awardee for the hours and period of the proposed Lectureship. This may or may not be their current employer.

The host organisations can be a recognised HEI based in England, a NHS body based in England or any other organisation which provides health or social care services that is at least 50% publicly funded (for example, social enterprises or local authorities) and that is capable of fulfilling the role of research sponsor as set out in the Research Governance Framework for Health & Social Care (<https://www.gov.uk/government/publications/research-governance-framework-for-health-and-social-care-second-edition>). In addition, the clinical element of the Lectureship must be publically funded health and/or care services.

Applicants may wish to take advice from their mentors before deciding which organisation to propose as their Employing Host Organisation. This decision should take the personal circumstances of the applicant into account.

All funding associated with the SCL will be payable to the Employing Host Organisation only. It will be the Employing Host Organisation’s responsibility to manage these funds as allocated and described within the award contract. This contract, between the Secretary of State for Health and the Employing Host Organisation, will cover the duration of the SCL but does not in itself constitute a contract of employment for the award holder.

The Senior Clinical Lectureship is a five year award irrespective of whether it is taken full or part time and can be undertaken either:

- full-time (100%);
- part-time (75%); or
- part-time (60%).

The scheme is unable to support awards of any other duration or profile. Employment or activities undertaken outside of the contracted SCL hours are at the award holder’s discretion and are not funded by the award.

SCLs fund up to 50% of the award holder’s total salary, the costs of the approved research project as detailed in the application and the costs of a personal training and development programme which includes clinical development. The remaining 50% of the award holder’s salary needs to be met by the partnership of the hosting organisations (although one half of the partnership may cover this cost in full). The relative salary contributions made by the hosting organisations are at their discretion and should be agreed prior to, and detailed in, the application.

If SCLs are undertaken on a part-time basis, the balance of research and clinical time must still be 50:50. For example, an applicant may wish to hold the award for five years, with 60% of their time being committed to the SCL. The time spent on research for the SCL would therefore be 30% of the five years as would the time in clinical practice. Employment or activities undertaken outside of the SCL hours are at the award holder's discretion and are not funded by the award.

ELIGIBILITY

The SCL scheme is open to graduate (post-degree) applicants belonging to one of the ICA eligible professions. Applicants must additionally meet each of the following criteria:

- Applicants must hold registration with the required professional body/council by the proposed award start date.
- Applicants must propose research that lies within the remit of the NIHR (<https://www.nihr.ac.uk/funding-and-support/documents/ICA/TCC-ICA-NIHR-Remit-and-HEE-Priorities-R2-2016.pdf>) and fulfils one of the HEE Mandate priorities (details available in the guidance notes for each specific funding round).
- Applicants must have at least five years' experience of professional, post-graduation, clinical practice at the point of application.
- At the time of applying, applicants should have extensive postdoctoral experience and be able to demonstrate independence and leadership as a researcher.
- Applicants must not currently hold a Chair (personal or otherwise).
- Applicants must have considerable experience of undertaking health related research and be able to demonstrate an ongoing commitment to such research.
- Professionals Doctorates: Prospective applicants who hold a Professional Doctorate will be assessed for eligibility by the NIHR on a case by case basis. Evidence must be submitted to NIHR TCC by the applicant's host HEI demonstrating that they meet the professional doctorate eligibility criteria (<https://www.nihr.ac.uk/funding-and-support/documents/ICA/Round%203%20Professional%20Doctorates%20Eligibility%20Criteria%202017.pdf>) and are eligible to be appointed as an SCL (or equivalent role).

Candidates must wait for confirmation of eligibility from NIHR TCC following the submission of this evidence before starting with an application.

Evidence of research output commensurate with previous experience and / or career stage will be sought, and applicants should have a demonstrable track record in the following areas:

- publishing in peer review journals;
- holding grants as principal or co-investigator;
- establishing collaborations at a national/international level;
- research team building and management; and
- research capacity building.

COMPETITIONS

Panel meeting dates do differ from year to year, but the broader competition timetable is fixed and will follow the approximate schedule described below.

<i>ANNUAL MILESTONES</i>	<i>ANTICIPATED TIMEFRAME</i>
<i>COMPETITION LAUNCH</i>	<i>EARLY MARCH</i>
<i>DEADLINE FOR SUBMISSION OF APPLICATIONS</i>	<i>LATE APRIL</i>
<i>SHORTLISTING</i>	<i>JUNE</i>
<i>APPLICANT INTERVIEWS</i>	<i>NOVEMBER</i>
<i>AWARD UPTAKE</i>	<i>1ST APRIL, 1ST MAY, 1ST JUNE</i>

SCLs can only be deferred in exceptional circumstances and with the consent of the NIHR.

FURTHER INFORMATION

Website: <https://www.nihr.ac.uk/funding-and-support/funding-for-training-and-career-development/training-programmes/nihr-hee-ica-programme/nihr-hee-ica-programme-scl.htm>

Email: TCCawards@nihr.ac.uk

Video case study: <https://www.youtube.com/watch?v=Mn9Gguem1DI>



I moved into academia because I see research as a vehicle to improve how we deliver treatment, care and services, but the move took me away from clinical practice and this limited the opportunities for my research work to impact patient care.

I successfully applied for the CL following a conversation about my 'ideal' career and how to combine clinical and academic roles. This provided a route to combine research and clinical practice in a way that was sustainable and most likely to improve clinical practice through the integration with research. The success of the CL led to the continued support from my HEI and NHS trust to attain a HEE/NIHR ICA SCL in 2016. This award has allowed me to combine my academic work with clinical practice in a way that enables, and enhances, my continued academic progression.



Receiving an ICA award is a huge privilege. It provides the funding to deliver a research study, and a personal development programme that includes research, clinical and leadership training. The Lectureship supports the development of collaborations and affords me with a career mentor. Most of the alternative research funding opportunities do not meet the costs of personal development and career progression, particularly at levels of a post-doc and senior lecturer.

This investment is building research capacity at a senior level.

Thinking through and designing a research study for the application is exciting. It enables you to have good conversations with senior academic and clinical colleagues, and with lay members working with you. It is also hugely demanding academically to build a study that is robust, will answer the question and is realistic to deliver in terms of time and resource, and can be undertaken in the clinical context of interest. Working with others enables progression in thinking, sustains pursuit of research funding and the delivery and dissemination of the work.

Going forward, I anticipate that my research and clinical activities and outputs during my SCL award will position me to attain a clinical professorial chair in community nursing and palliative care, and to seek an NIHR Senior Investigator award. Clinical professorial chairs are increasing but still uncommon in nursing.

I will look to work with my HEI and NHS trust to build on opportunities to create a clinical professorial chair between the organisations.

Dr Catherine Evans, Nurse, Kings College London

RESEARCH AREA: IMPROVING PALLIATIVE AND END OF LIFE CARE FOR OLDER PEOPLE LIVING WITH FRAILITY AND MULTI-MORBIDITIES IN COMMUNITY SETTINGS

8. ICA MENTORSHIP SCHEME

RATIONALE AND AIMS

Whilst numerous initiatives continue to erode the obstacles traditionally encountered by those pursuing clinical academic careers, the unique and organisation-spanning nature of these roles dictates that others will remain.

It is natural and intuitive for CAs to seek support and guidance on these matters from research leaders with experience of successfully forging a clinical academic role for themselves.

With a view to facilitating and developing such relationships, the ICA Programme has identified and recruited a diverse range of CA leaders, and has provided them with training and support to become career mentors to our awardees.

Mentoring, being the informal transmission of experience derived knowledge, social capital, and relevant psychosocial support, best meets the unique career development needs of ICA trainees, and the Mentorship scheme has been designed to afford this through formalised and funded contact time with the most qualified individuals available.

Mentorship goes beyond the guidance afforded by a supervisor and acts to support the awardee through the challenges encountered during the development of a clinical academic career.

SCOPE

The ICA Mentorship scheme affords individuals holding doctoral or postdoctoral awards conferred by the ICA, CAT, or HCS Programme the opportunity for “one-to-one” career mentorship by an appropriate mentor.

The scheme’s mentors, being recognised senior healthcare researchers and professional leaders, bring essential and unique sector knowledge and understanding of the leadership challenges that face clinical academic researchers from the non- medical healthcare professions.

The scheme offers:

- a faculty of mentors comprising of senior healthcare researchers and professional leaders;
- one-to-one mentoring support for HEE-funded doctoral and postdoctoral awardees;
- face-to-face and online mentorship training; and
- mentee support events and resources.



FUNDING ARRANGEMENTS

The ICA Programme funds an external provider with a team of appropriately experienced coordinators (currently the University of Hertfordshire) to manage the scheme for a period of three years.

An invitation to tender for management of the scheme is published every three years by the NIHR TCC. The incumbent provider is welcome to tender for the subsequent period of funding, but all tendering organisations must propose to continue to utilise the existing bank of mentors and support existing mentorship relationships.

Funding is provided for mentor's expenses, mentor training and to cover the resources and support offered by the scheme. Applicants who would wish to take up mentorship if successful should request funds for travel to mentorship meetings within their application for an ICA award.

MANAGEMENT

The provider of the Mentorship scheme is responsible for the recruitment of prospective mentors, the initiation of individual mentor:mentee relationships, mentor training and mentee support.

FURTHER INFORMATION

Website: www.healthresearchmentor.org.uk/

Email: heenihrmembership@herts.ac.uk



ICA MENTEE EXPERIENCE

"I took advantage of the career mentorship offered by the ICA Programme because I hoped for support in navigating the bridge between clinical and academic institutions, and in understanding how to create a truly combined role rather than simply having two jobs.

As an ICA Clinical Lecturer, my work is already supported by an expert supervisory team, but Lisa offers broader perspectives on career development, giving me the opportunity to discuss clinical academic working between two culturally different institutions (my HEI and NHS hosts).

Lisa provides me with a supportive but realistic sounding board for my ideas. We discuss opportunities as well as practical and challenging concepts, but always with the intent that I progress towards my own solution or way forward."



Dr Lindsey Cherry, ICA Clinical Lecturer

ICA MENTOR EXPERIENCE

"I offered to act as a mentor to ICA Programme awardees as, having encountered some initial resistance when setting up my clinical academic role, and having benefitted from mentorship myself, I wanted to be able to support others to ensure a smoother path and provide support in what can be quite an isolated and challenging position.

Mentoring is one of the most enjoyable aspects of my roles. It is fantastic to see Lindsey developing as a clinical leader and as an academic. Much of our time together is spent discussing how to demonstrate the impact of clinical academic positions and how to negotiate systems that are not set up for dual roles. We share the highs, the lows, celebrate successes and work together through the most challenging aspects of being a clinical academic.

There has never been a more important time for the clinical academic community to come together and mentoring is a vital part of this, particularly in postdoctoral and more senior roles."



Dr Lisa Roberts, Associate Professor and Consultant Physiotherapist
University of Southampton

9. MANAGEMENT OF PERSONAL RESEARCH TRAINING AWARDS

APPLYING FOR A PERSONAL RESEARCH TRAINING AWARD

ICA Personal Research Training Awards (CDRFs, CLs and SCLs) are granted following annual open competitions. The NIHR TCC manages the competitions, the application assessment process and the subsequent administration of resultant awards.

THE NIHR TCC ONLINE RESEARCH MANAGEMENT SYSTEM

All application forms must be completed and submitted via NIHR TCC's online research management system:
<https://tcci.nihr.ac.uk>

Application forms are only available whilst the competition is open, however, prospective applicants can register on the system at any time. Once an account is set-up, CV details can be entered within the personal profile section and updated as required. This information will pre-populate all subsequent applications.

Individuals may only submit one application for an ICA personal award per round.

PREPARING AN APPLICATION

To accommodate the various considerations made by the review panel (clinical academic career trajectory, research project, training and development), the application form is, by necessity, a fairly extensive undertaking. Successful applicants report that the development of an application can take up to one year and prospective applicants are, therefore, strongly advised to initiate the development of their proposal well in advance of the planned submission date.

Prospective applicants must, in the first instance, refer to the specific 'Applicant Guidance Notes' published to accompany the competition that they intend to apply to. The Applicant Guidance Notes contain all of the necessary information required to support the submission of an eligible application, including the assessment criteria used by the panel when reviewing each application. In addition, the prospective applicant should consider the following:

CLINICAL ACADEMIC CAREER TRAJECTORY

Applicants are required to demonstrate both a commitment to a clinical academic career and to evidence the research experience and outputs commensurate with the level of award being applied for, always assuming an ultimate trajectory towards clinical academic leadership.

THE RESEARCH PROJECT

Research proposed in a personal award application should be fully developed, with the methodology clearly described and justified and a detailed research timetable included in the application. The value of any eventual award is dependent on the monies requested within the application and, therefore, a fully costed research proposal is required.

All personal ICA awards provide funding and time for the pursuit of personal training and development (see below), but prospective applicants are also encouraged to design and utilise their research project as a vehicle for the development of clinical academic skills. Such an approach, incorporating ownership of the research project and ‘learning through doing’, will serve to unify the disparate elements of the application and to maximise the value of the project to the awardee.

Applicants for personal awards are asked to detail the Patient and Public Involvement (PPI) in the development and undertaking of the proposed research. The NIHR seeks to promote and maximise partnerships between patients, members of the public and researchers throughout the research process, which might include, for example, involvement in the choice of research topics, assisting in the design, advising on the research project or in carrying out the research.

The appropriateness and level of patient and public involvement detailed in the application will be assessed by the review panel. NIHR INVOLVE provides guidance to researchers wishing to develop PPI within their research (see wider NIHR support).



“It is hugely demanding academically to build a study that is robust, will answer the question and is realistic to deliver in terms of time and resource, and can be undertaken in the clinical context of interest. Working with others enables progression in thinking, sustains pursuit of research funding and the delivery and dissemination of the work.”

ICA Clinical Lecturer, Nurse



TRAINING AND DEVELOPMENT

NIHR personal research training awards are designed to support the development of clinical researchers and, by extension, research capacity. Prospective applicants should remain mindful of this, and be aware that the training and development proposed within an application has equal standing to the research project when assessed by the panel. ICA Programme schemes, in addition, enable and expect awardees to develop as a clinician, and to support progression to a position as an independent clinical academic.

When developing their tailored and bespoke training plan, applicants should consider their existing skill sets, the skills required to undertake the research, and the skills they will need to further their CA career. Senior clinicians may choose to maintain rather than develop their clinical skill levels. Applicants may also wish to consider whether the research activity and research training proposed in the application might be further utilised to develop or maintain clinical skills and/or professional development as a clinician. The panel will review the appropriateness of all training and development activities proposed within the application. This training plan must be justified in its entirety (the content and timings of individual elements) and should be fully costed.

“

“Developing my application was more than merely planning a research project. It involved thinking about and planning for my career progress for the subsequent four years, taking advantage of a training budget to develop skills tailor-made to my needs.”

ICA Clinical Lecturer, Physiotherapist

”

HOST ENVIRONMENT

Applications for personal research training awards are also assessed on the suitability of the proposed clinical and academic host organisations. The proposed hosting arrangements should afford the applicant excellent opportunities for development as a professional and academic leader.

The panel will consider the track record of the hosting departments in the relevant fields of study, and also review the calibre of researchers, research activities and research environment that will be accessible to the applicant.

The supervisory (CDRF) or research support (CL and SCL) arrangements are also reviewed to ensure that those supporting the applicant have the required time and expertise, and experience of supporting other researchers at the applicant's level.

Organisations hosting an ICA personal award should demonstrate a commitment to the development of non-medical CA careers. The panel will assess evidence that the hosting HEI and clinical host have a non-medical clinical academic career infrastructure in place or have plans to implement one, are committed to building national research capacity for non-medical healthcare professionals, and plan to support the candidate beyond the period of the award.

“

“As I was developing my application, I felt I was really taking steps to pursue my passion – to be able to contribute something significant to the care of patients. I enjoyed working with mentors and patients to refine and develop my research question and plan. I also felt that I was able to look at my strengths and weaknesses closely and tailor my training and development needs accordingly.”

ICA Clinical Lecturer, Midwife

”

CHOOSING THE RIGHT AWARD

Prospective applicants for NIHR research training awards are advised to apply to the most junior scheme(s) within the programme(s) for which they are eligible, and to consider whether the wider programme supports the realisation of their personal career aspirations. Individuals aspiring to a predominantly academic career may wish to consider alternative training awards (such as the NIHR Fellowships Programme) rather than the ICA Programme, which is specifically designed to develop future clinical academic leaders (see below “Further Support and Information - Research Funding opportunities for Non-Medical Healthcare Professionals”).

CONTRACTUAL AND EMPLOYMENT ARRANGEMENTS

Whilst all applicants for an ICA personal research training awards must be hosted by an English HEI (the academic host) and a provider of clinical services (the clinical host), one organisation is identified within the application as the “Employing Host Organisation” that will host the award. This organisation does not have to be the applicant’s current employer and consideration should be given to the factors detailed above under “Host Environment” when deciding which organisations to approach for these roles.

The contract for an ICA scheme award is between the Secretary of State for Health and the Employing Host Organisation. The contract will cover the duration of the award but does not in itself constitute a contract of employment for the awardee. The awardee will be employed by the Employing Host Organisation for the hours and duration of the award and therefore enjoy the protections associated with that substantive contract (e.g. parental leave, sick pay and pension contributions). Should an individual change employer in order to undertake an ICA award, certain accrued occupational benefits, which are linked to continuous service, must be protected by their new host. Awardees proposing employment by their existing employer should seek a secondment from their current role for the duration of the award rather than resigning their existing, potentially permanent, contract for replacement by a fixed term contract.

Award monies will be payable to the Employing Host Organisation only. It is the Employing Host Organisation’s responsibility to manage these funds as allocated and described within the award contract.

Hosting organisations are expected to show a commitment to the objectives of the award. For example, awardees should not be expected to undertake such teaching or administrative duties as could erode the time available to undertake a high-quality research and training programme. Similarly, the clinical commitment expected of the applicant must adequately support the clinical development proposed.

FUNDING

If an application is successful, the value of the resultant award cannot be increased during the contracting process from that initially requested. Increases to the salary allowance will only be made to reflect amendments to pay scales or incremental progression. Promotion to a higher grade as a result of securing an award will not be supported.

The costs that will be met by an award differ slightly depending on whether the Employing Host is a HEI or Healthcare Provider. These costs are summarised in the table below:

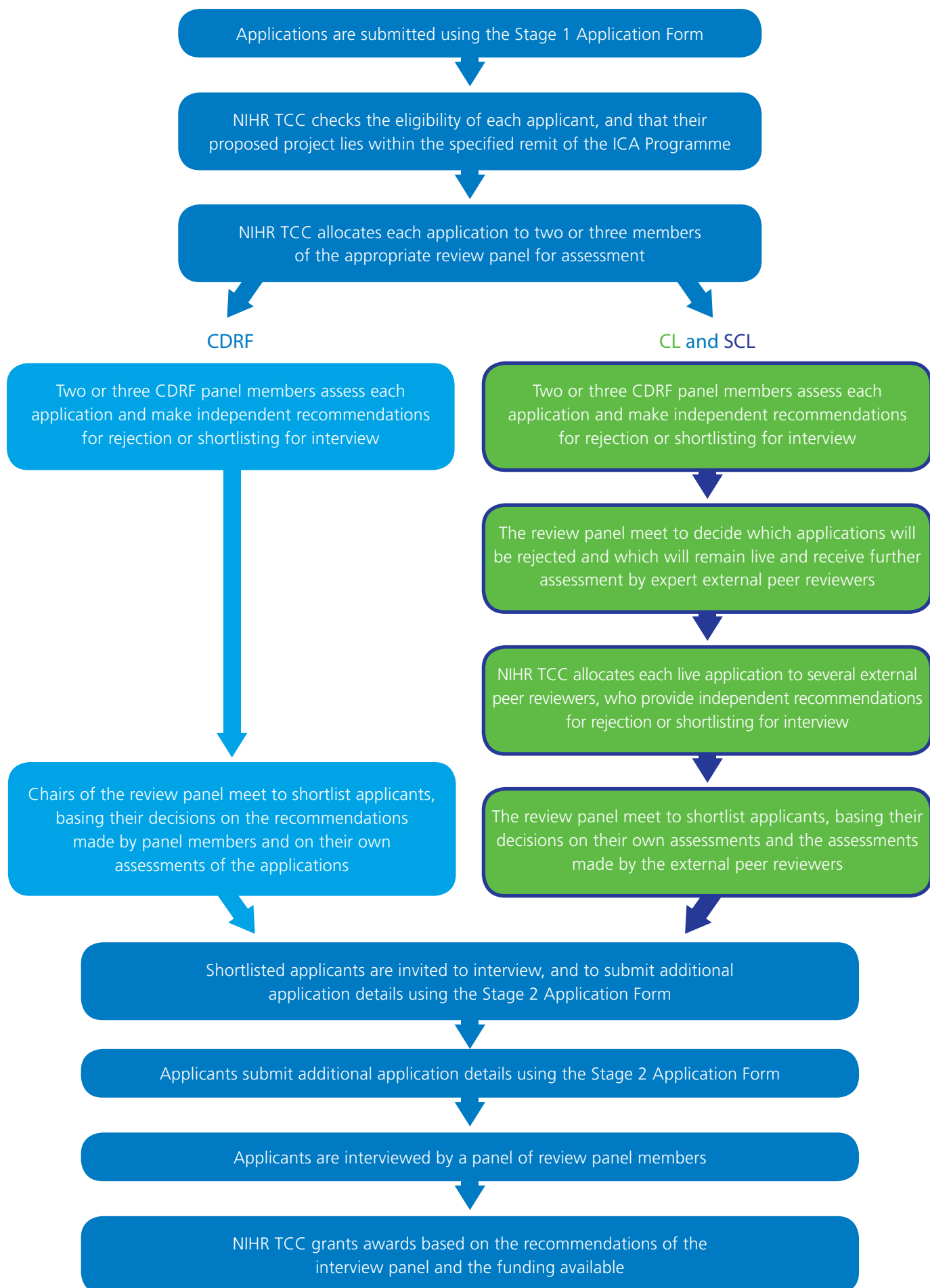
COSTS		Proportion funded	
		Higher Education Institutions	NHS/Publicly Funded Healthcare Provider Organisations
A: Direct Costs	Salaries	80%	100%
	Travel, subsistence and conference fees.	80% (excepting conference related costs paid at 100%)	100%
	Equipment, consumables, patent and legal, patient and public involvement, and other specific costs needed to support the research	80%	100%
	Training and development	100%	100%
B: HEI Indirect costs	Estates charges	80%	0
	Other indirect costs	80%	0

The costs requested in an application are reviewed by the panel as part of their assessment. All costs must be fully justified and represent good value for money.

Prospective applicants are advised to consult and collaborate with the finance department of their Employing Host Organisation in the development of their financial claim, and to initiate this collaboration at the earliest opportunity. The finance department is required to approve the finance section of the application prior to submission.

COMPETITIONS AND ASSESSMENT OF APPLICATIONS

All applications for ICA Programme personal awards follow the assessment process detailed below. Prospective CL and SCL applicants with a Professional Doctorate rather than a PhD must obtain NIHR TCC's confirmation that their doctorate meets the criteria for equivalency with a PhD before starting an application.



FINANCE MANAGEMENT

Although the contracted value of an award cannot be increased over its course, NIHR TCC will make adjustments to accommodate inflation and changes to payscales. Increased salary costs resulting from promotions over the period of the award will need to be met by the employing host.

NIHR TCC requests annual finance reports at the end of each financial year from the employing host organisation, at which time underspend and overspend will be reviewed and, if necessary, subsequent payments adjusted.

The payment profile for each award is apportioned against specific budget headings in the categories of salary, training and development and research. Underspends from within one budget heading cannot be used to subsidise overspends within another budget heading. Virement within budget headings may be possible, with prior approval from the NIHR TCC.

Award monies cannot be spent after the end date of the award (as detailed in the contract). The exception to this is the potential use of underspends for research dissemination purposes. In this instance, awardees must contact the NIHR TCC for approval prior to their award end date.

VARIATIONS TO CONTRACT

The award contract between the Secretary of State for Health and the awardee's Employing Host Organisation does not constitute a contract of employment for the awardee. The awardee will have a permanent or fixed term contract of employment with their Employing Host Organisation that affords them with rights and protections when taking leave to account for sickness or personal / family related circumstances (e.g. parental leave, adoption leave etc.).

The award contract represents an agreement that the Employing Host Organisation will support the awardee to undertake the activities detailed within their application for the award. During periods of awardee leave (such as those detailed above), the activities proposed within the awardee's application are not being undertaken. If the period of leave is longer than three months, the award is suspended until the awardee returns to work, and the Employing Host Organisation is required to agree to a variation to the award contract. This variation will serve to:

- extend the overall length of the award by the length of the leave period; and
- adjust the payment schedule to reflect the adjusted award length and anticipated spending schedule.

The NIHR TCC, as the administrator of ICA Programme personal awards, can accommodate such periods of leave granted by the Employing Host Organisation, and will lead and support the Employing Host Organisation and awardee through the variation to contract process.

It sometimes occurs that within the period of an award, an awardee wishes to amend their working hours (e.g. to amend their award from full-time to part-time immediately following a period of parental leave). Again, the NIHR can accommodate this, but because such an amendment will serve to change the anticipated spend schedule and length of time required to complete the work, a variation to contract is again required. Awards can only be undertaken at 60%, 75% or 100% WTE.

No-cost (unsalaried) extensions to award contracts are not possible.

RELOCATING ACTIVE AWARDS

In exceptional circumstances, awardees may request to relocate their award to a new Employing Host Organisation. Approval for the relocation must be obtained from the NIHR TCC before any formal agreement is made between the old and new Employing Host Organisations.

An award can only be relocated to an organisation with which the awardee will hold a substantive employment contract. A relocation requires agreement between the initial Employing Host Organisation and the new Employing Host Organisation, which must accept the role and responsibilities as detailed within the existing award contract as held by the initial Employing Host. Certain accrued occupational benefits, which are linked to continuous service at the original Employing Host, must be protected by the new Employing Host.

Given the importance of the Employing Host Organisation to the review panel's assessment of the application that resulted in the award, a full justification for the move and its value to the awardee's career progression will be required by NIHR TCC.

NIHR TCC will not normally agree to move an award to new Employing Host Organisation within its first year or final six months. The relocation of an award always requires the approval of HEE, which funds the award and serves as signatory on behalf of the Secretary of State for Health on the necessary variation to the award contract.

COMMUNICATING YOUR RESEARCH

The NIHR TCC requires that certain rules be adhered to when awardees disseminate the outputs of ICA Programme funded activities, whether this be via a peer-reviewed journal, poster, presentation or press release etc. NIHR TCC guidance on how funding should be acknowledged, and when and how the NIHR should be informed of upcoming publications and communication activities is available from the NIHR website (<https://www.nihr.ac.uk/funding-and-support/documents/Guidelines%20for%20Trainees%20Communicating%20Research.pdf>) and through the NIHR Trainee Information pack provided to new awardees (<https://www.nihr.ac.uk/our-faculty/trainees/support-and-resources-for-trainees/trainee-information-pack.htm>).

10. NIHR SUPPORT FOR PROSPECTIVE APPLICANTS AND AWARD HOLDERS

The NIHR funds a number of support services and bodies which can be accessed by prospective applicants and award holders as they develop clinical research Programmes. The support is freely available to all clinical researchers in the England. In order to maximize the opportunity and potential for such support to be provided, it should always be sought at the earliest opportunity.

THE NIHR RESEARCH DESIGN SERVICE

The NIHR Research Design Service (RDS) supports prospective applicants to make high quality applications for research funding to the NIHR (including from the ICA Programme) and from other national research funders. Assistance is primarily focused around refinement of research questions and research design, and enables applicants to supplement the advice received from supervisors and/or mentors with specialist methodological support and knowledge of the funding streams. The RDS also supports prospective applicants to understand the scope of the NIHR's various funding streams and to develop patient and public involvement (PPI) strategies. The RDS may be able to support applicants with small grants to work up PPI plans with, for example, patient groups.

The RDS has regional offices and links with local networks. Further information regarding support that the RDS can provide and contact information for each regional offices is available via the NIHR website:

<http://www.rds.nihr.ac.uk/>

NIHR INFRASTRUCTURE

The NIHR Infrastructure provides the support, facilities and people needed for a world leading research environment.

The NIHR infrastructure includes centres and units that have a responsibility to capacity build the future research workforce. These include the Biomedical Research Centres (BRCs), Collaborations for Leadership in Applied Health Research and Care (CLAHRCs) and the Patient Safety Translational Research Centres (PSTRCs). Each centre has its own portfolio of research and expertise, which represents a valuable resource for clinical researchers. Where relevant to an individual's research topic and/or training needs, prospective applicants and/or existing awardees can approach relevant centres to form links.

The relevant contact details within a centre of interest are best sourced from the dedicated training lead as described below.

THE NIHR INFRASTRUCTURE TRAINING LEADS

In each BRC, CLAHRC and PSTRCs, a named individual takes on the role of 'NIHR Infrastructure Training Lead'. The training leads develop local training strategies and ensure that trainees at the centres are given access to the wider training needed to thrive as a successful academic. Training Leads are the first point of contact for NIHR trainees hosted by these organisations.

A list of the Training Leads and further information about relevant research training opportunities available in the NIHR Infrastructure is available via the NIHR website: <https://www.nihr.ac.uk/our-faculty/trainees/support-and-resources-for-trainees/support-for-trainees-in-nihr-infrastructure/infrastructure-training-leads.htm>

THE NIHR CLINICAL RESEARCH NETWORK

The NIHR Clinical Research Network (CRN) supports researchers and the life sciences industry in planning, setting up and delivering high quality research, within agreed timelines while meeting recruitment targets, for the benefit of the NHS and its patients in England.

To receive full access to the support offered from the CRN, studies have to be eligible to be included on the CRN portfolio. Inclusion on the CRN Portfolio allows access to services and resources which support the delivery of research, such as access to research nurse support to obtain informed consent from study participants. Further information about the CRN and its portfolio is available via the NIHR website: <http://www.nihr.ac.uk/about-us/how-we-are-managed/managing-centres/crn/>.

CLINICAL TRIALS UNITS

Clinical Trials Units (CTUs) have a specific remit to design, conduct, analyse and publish the results of clinical trials and other well-designed studies. They have the capability to provide specialist statistical, epidemiological and other methodological advice and most CTUs will have expertise in the coordination of trials involving investigational medicinal products in compliance with the UK Regulations governing the conduct of clinical trials.

Prospective applicants intending to propose a clinical trial, feasibility study, or a project relevant to clinical trials, are strongly advised to contact a suitable CTU to discuss its involvement in the proposal. Suitable CTUs with expertise in trial design, data management, and analysis can be searched for via the UK Registered CTU Network (UKCRC): www.ukcrc-ctu.org.uk/search/custom.asp?id=468. The resource finder also enables the identification OF CTUs that are interested in supporting fellowships and other research training award applications and to search for CTUs with expertise in specific disease area, study type and methodologies.

More information on the UKCRC CTU Network and unit registration is available at www.ukcrc-ctu.org.uk/. Applicants thinking of including a clinical trial in an application for an ICA award are strongly encouraged to read the NIHR Clinical Trials guide for Trainees (<https://www.nihr.ac.uk/funding-and-support/documents/Clinical-Trials-Guide.pdf>).

NIHR INVOLVE

INVOLVE is funded by the NIHR to support active public involvement in NHS, public health and social care research.

As a national advisory group, its role is to bring together expertise, insight and experience in the field of public involvement in research, with the aim of advancing it as an essential part of the process by which research is identified, prioritised, designed, conducted and disseminated.

INVOLVE can support prospective applicants and existing awardees to incorporate effective patient and public involvement into their work. Support includes; help with calculating appropriate costs for involving patients and the public, help with developing potential strategies for involvement, case studies of involvement activities including the impact they have had, and help with writing plain English summaries.

Full details of the support INVOLVE can provide and contact information is available via the INVOLVE website: <http://www.invo.org.uk/>.

NIHR TRAINING ADVOCATES

The NIHR Training Advocates are a group of senior clinical academics who are passionate about furthering clinical academic careers. The advocates are from a range of professional backgrounds and locations across England and promote NIHR training and career opportunities, and support individuals beginning or continuing a research career and organisations developing clinical academic career infrastructure.

More information about the NIHR Training Advocates is available via the NIHR website: <https://www.nihr.ac.uk/our-faculty/trainees/support-and-resources-for-trainees/support-for-trainees-in-nihr-infrastructure/training-advocates>.

THE NIHR TRAINEES COORDINATING CENTRE

The NIHR TCC administers a broad suite NIHR personal research training awards, including those funded through the ICA Programme.

NIHR TCC staff are well placed and willing to provide prospective training award applicants with personal advice and guidance on NIHR research training opportunities and its application processes.

The NIHR TCC furthermore recognises that its awardees are a key part of the national, globally unique, health research system that is the NIHR. As well as offering personal, ad hoc support to all those it funds, the NIHR TCC also offers:

LEADERSHIP PROGRAMME

This programme is designed for the next generation of researchers; who are beginning to make a significant contribution to their field, and who recognise that they will not be able to achieve what they hope for in health research and make a real impact without increased leadership and management capability. This programme is open to postdoctoral level trainees and places can be applied for once undertaking an ICA award.

EVENTS

The NIHR TCC hosts an annual Trainee Meeting for the recipients of its awards, as well as regular networking opportunities, bespoke workshops, webinars and scheme specific events. The NIHR TCC also provides opportunities for trainees to run their own workshops (<https://www.nihr.ac.uk/our-faculty/trainees/support-and-resources-for-trainees/>).

COMMUNICATIONS AND NOTIFICATIONS

The NIHR TCC endeavours to keep its awardees informed of relevant developments in clinical research and aware of associated initiatives. As an ICA trainee you will be added to the NIHR TCC mailing list. The NIHR TCC also has an active presence on Twitter: @nihr_trainees

Doctoral and postdoctoral ICA Programme awardees can find more useful information in the Trainee Information Pack.

11. FURTHER SUPPORT AND INFORMATION

RESEARCH FUNDING OPPORTUNITIES FOR NON-MEDICAL HEALTHCARE PROFESSIONALS

- NIHR Fellowships Programme - Research training awards open to all professions: <https://www.nihr.ac.uk/funding-and-support/funding-for-training-and-career-development/fellowship-programme.htm>
- Grant funding from Research Councils: <http://www.rcuk.ac.uk>
- Grant funding from charities: <http://www.amrc.org.uk>
- Grant funding from NIHR: <https://www.nihr.ac.uk/funding-and-support/funding-for-research-studies/>

SUPPORT FOR PROSPECTIVE APPLICANTS AND THEIR MANAGERS

Please note: The Applicant Guidance Notes, published to accompany NIHR funding competitions provide full details of eligibility, scope of funding and application submission specific to each scheme competition and should be read in full before starting an application.

- NIHR Support - How to apply for funding: <https://www.nihr.ac.uk/funding-and-support/funding-for-research-studies/how-to-apply-for-funding/>
- The NIHR Guide for aspiring clinical academics and their managers: <https://www.nihr.ac.uk/our-faculty/documents/Building-a-research-career-handbook.pdf>
- AUKUH Publication 'Transforming healthcare through clinical academic roles in nursing, midwifery and allied health professions' – a practical resource for healthcare provider organisations: <https://www.medschools.ac.uk/media/2325/aukuh-transforming-healthcare.pdf>
- 'Being a Clinical Academic: Advice from the frontline' –advice on making a successful NIHR training award application: a presentation by Dr. Peter Thompson (Assistant Director Personal Awards at NIHR TCC), Professor Gary Frost (Chair of NIHR Doctoral Research Fellow Panel) and Dr. Lindsey Cherry (NIHR Clinical Lecturer in Podiatric Rheumatology at the University of Southampton): <https://www.youtube.com/watch?v=PF9vNWI-djE>
- What is it like doing doctoral research in the UK? <https://www.vitae.ac.uk/doing-research/are-you-thinking-of-doing-a-phd/what-is-it-like-doing-doctoral-research-in-the-uk>

WEBINARS TO SUPPORT PROSPECTIVE APPLICANTS AND THEIR MANAGERS

- HEE/NIHR Integrated Clinical Academic (ICA) Programme: a presentation of the funding opportunities available through the ICA Programme and advice for prospective applicants
- Patient and Public Involvement (PPI) - The opportunities and challenges
- Involving patients and the public in your research
- Clinical Trials in research training awards
- HEE/NIHR ICA Mentorship and Outreach Programme - a webinar discussing the benefits of mentorship and the support available through the ICA Mentorship and Outreach Programme

NIHR webinars are available through the NIHR webinar channel: <http://bit.ly/NIHRwebinarchannel>

PATIENT AND PUBLIC INVOLVEMENT

- NIHR INVOLVE - funded by the NIHR to support public involvement in NHS, public health and social care research. <http://www.invo.org.uk/>
- The NIHR Research Design Service Patient and Public Involvement Guide <https://www.nihr.ac.uk/about-us/CCF/funding/how-we-can-help-you/RDS-PPI-Handbook-2014-v8-FINAL.pdf>

CLINICAL TRIALS

- NIHR Clinical Trials Guide for Trainees - guidance for applicants to NIHR research training programmes who are thinking of including a clinical trial or conducting clinical trial related research: <https://www.nihr.ac.uk/funding-and-support/documents/Clinical-Trials-Guide.pdf>
- UKCRC CTU database: www.ukcrc-ctu.org.uk/search/custom.asp?id=468

MENTORING

- Mentorship for health research website <http://www.healthresearchmentor.org.uk/website/>
- Academy of Medical Sciences Mentoring Booklet <https://acmedsci.ac.uk/grants-and-schemes/mentoring-and-other-schemes/mentoring-scheme>

VIDEO CASE STUDIES

- What does it mean to be an NIHR trainee? <https://www.youtube.com/watch?v=RVkszxLn8Ag>
- NIHR Clinical Academic Careers: Lisa Newington's story <https://www.youtube.com/watch?v=skdx8yPjeoA>
- NIHR Clinical Academic Careers: Cathy Geeson's story <https://www.youtube.com/watch?v=o2zIW0bWEzY>
- 'Being a Clinical Academic: Advice from the frontline' meeting. Videos of presentations provide lots of advice and tips https://www.youtube.com/watch?v=dauZ_paTxos

RESEARCH PUBLICATIONS

- Paper 'How clinical academics are transforming patient care' <http://www.hsj.co.uk/greta-westwood/1203331.bio>
- The Researcher digital magazine (made by health researchers for health researchers): <https://hee.nhs.uk/our-work/developing-our-workforce/clinical-academic-careers/researcher>
- Health Services Journal (HSJ) Supplement published in November 2015: <https://www.hee.nhs.uk/sites/default/files/documents/HSJ%20supplement%20-%20Research%20impact.pdf>
- NIHR Journals Library <http://www.journalslibrary.nihr.ac.uk/>

RESEARCH GROUPS

- Council for Allied Health Professionals Research <http://www.csp.org.uk/professional-union/research/networking-support/council-allied-health-professions-research> (including top tips leaflets - <http://www.csp.org.uk/documents/cahpr-leaflets-top-tips>)
- Royal College of Nursing Research Society <https://www.rcn.org.uk/get-involved/forums/research-society>
- The Association of UK University Hospitals <http://www.aukuh.org.uk/>
- The Society for Research in Rehabilitation <http://www.srr.org.uk/>

CONTACT DETAILS

NIHR Trainees Coordinating Centre

Email: TCC@nihr.ac.uk

Tel: 0113 346 6268

Website: <https://www.nihr.ac.uk/funding-and-support/funding-for-training-and-career-development/>

Health Education England

Email: ri@hee.nhs.uk

Website: <https://www.hee.nhs.uk/our-work/developing-our-workforce/clinical-academic-careers>

For more information on pursuing a
clinical academic career, or supporting
a colleague to do so, contact:

NIHR Trainees Coordinating Centre

Leeds Innovation Centre

103 Clarendon Road

Leeds

LS2 9DF

Tel: 0113 346 6260

TCC@nihr.ac.uk



[@OfficialNIHR](https://twitter.com/OfficialNIHR)

[@NIHR_trainees](https://twitter.com/NIHR_trainees)

www.nihr.ac.uk

