



‘Ladders and Snakes’: Getting started and supporting clinical academic researcher development to make a real difference to patient outcomes

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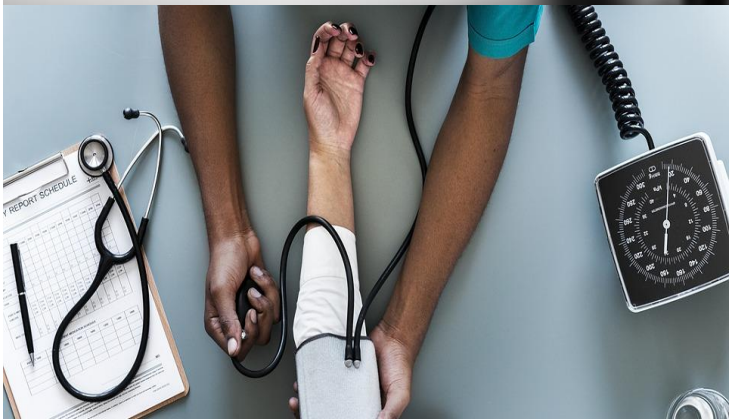
Jenny Hiley

Programme Manager, West Midlands Clinical Academic Programmes. University Hospital Birmingham NHS Foundation Trust



Dr Elizabeth Bailey

Dr Joseph Manning
Joint Clinical-Academic Posts



Outline

- The national context for clinical academic research careers and formal pathways
- Examples from the field
- Discussion about what we can do in our field of practice

National context for clinical academic research careers



- NMAHPs
- Biomedical
Clinical
Health
Scientists

Registered
Health
Professional



- Develop the
culture of
research
capacity
- Align to Trust
strategic
priorities
- Identify and
support
research active
trust staff

= Who in CYP field?

ICA

HEE/NIHR Integrated Clinical Academic Programme

Internship

An introduction to practical clinical research, from trial design and data management through to experiencing primary research – 30 days of contact time with an academic mentor and research group

Pre-doctoral Clinical Academic Fellowship

An opportunity for clinicians to undertake Masters level academic training and prepare an application for a doctoral fellowship whilst maintaining clinical practice

Clinical Doctoral Research Fellowship

An opportunity for graduate clinicians with some research experience and aspirations for a clinical academic career to obtain a PhD whilst maintaining professional practice and development

Clinical Lectureship

An opportunity for early post-doctoral clinicians to combine independent research in an academic position with continued professional practice and development

Senior Clinical Lectureship

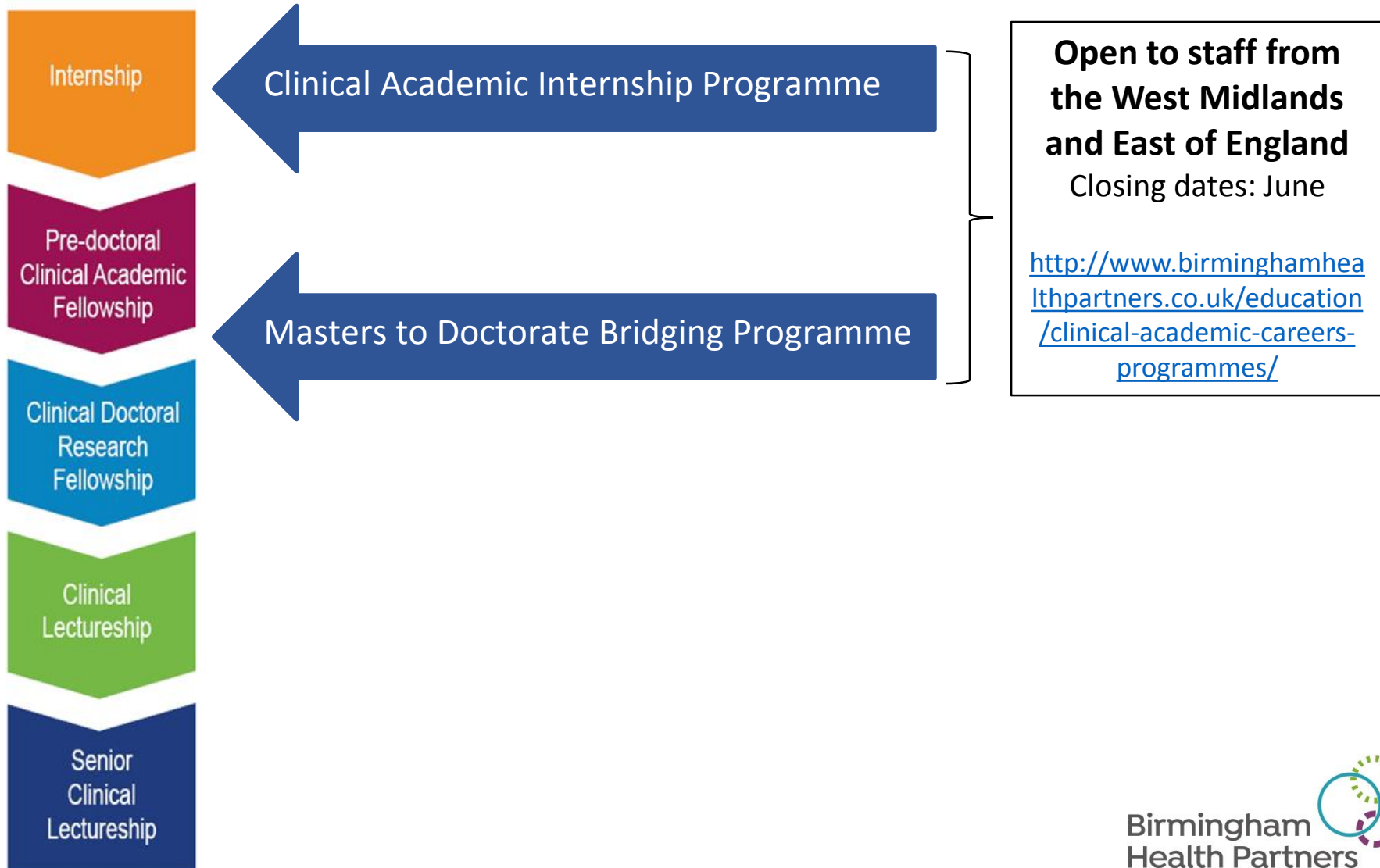
An opportunity for practicing clinicians with independent clinical research experience to undertake further funded research and develop as a clinical academic leader

**Integral to this are the
regional Clinical Academic Research
Development opportunities**

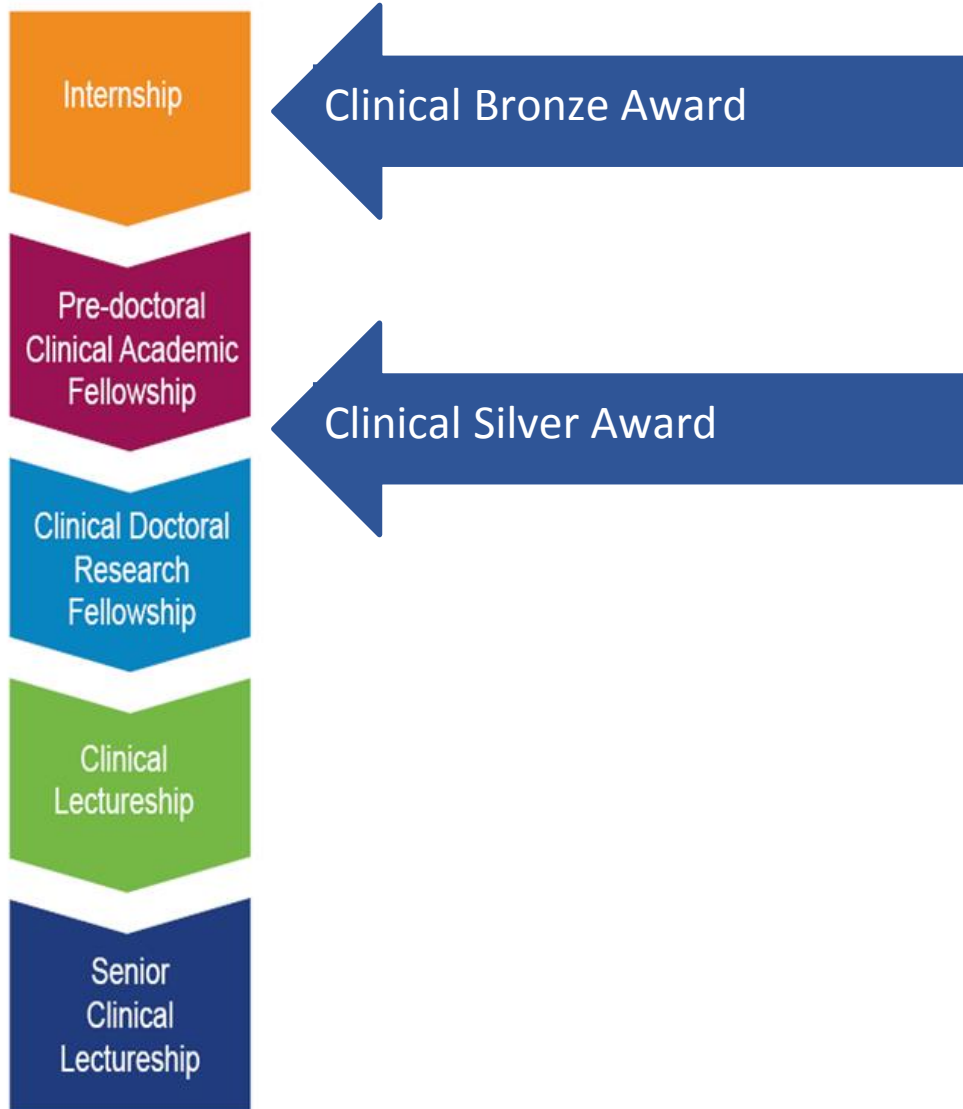
**Now integral to the UHCW and
Nottingham as two Examples
but nationally many areas developing
CARD programmes**

Wide variation

Regional Example - West Midlands clinical academic careers programmes



Regional Example - East Midlands clinical academic careers programmes



**Open to staff from
the East Midlands
and East of England**

Closing date:
June

Bronze:

<http://mhred.lincoln.ac.uk>

Silver:

<http://www.nottingham.ac.uk/clinicalscholar/index.aspx>



'Levels'

Internships

Post Doc

Bronze

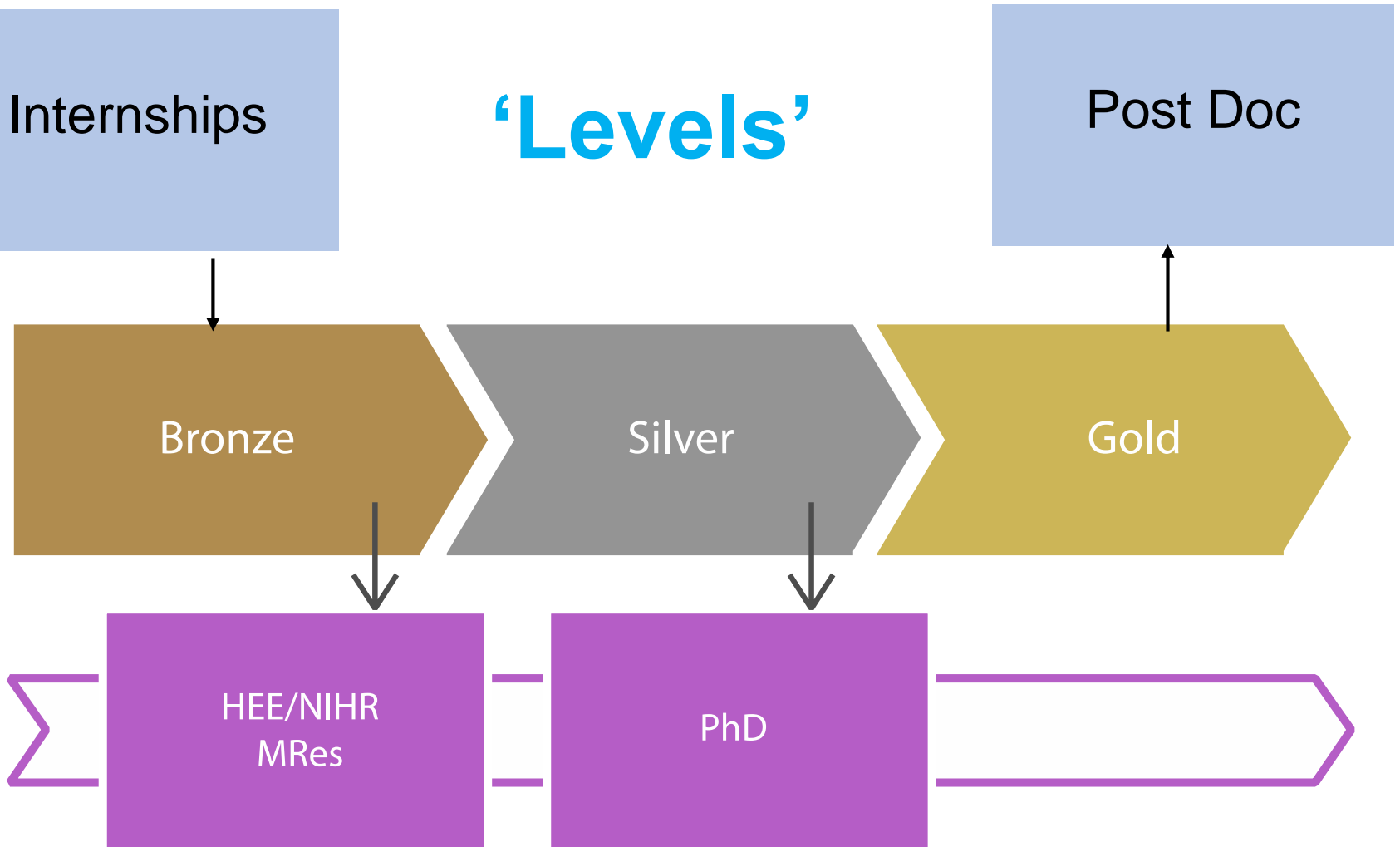
Silver

Gold

HEE/NIHR
MRes

PhD

Pre-Clinical Doctoral Academic
Research (PCAF) programme (2018)
Currently on Round 2



Bronze - Internship

Some local and some HHE/NIHR funded

NHS Trusts work with Team to fund places

Early clinical academic research training & support programme in vibrant university community

Clinical Academic Research 'portfolio' in many arrangements

Clinical & Academic supervision development

Accredited Modules/Incubation workshops etc

Research exposure

Literature review & publication

Transferrable skills



Clinical Academic Internship Programme / Clinical 'Bronze' Internship Awards

15-30 day programme / 6 months	Taught programme	Research placement
Good Clinical Practice	Masters module (optional)	One to one supervision
Research Portfolio	Resources	Course fee and payment to employer

Suitable for registered NHS staff with a degree or postgraduate diploma level qualification wishing to undertake a Masters level study and embark on a clinical academic pathway.

Silver – Pre Doctoral

Some local and some HHE/NIHR funded

- MRES (Currently HEE/NIHR funded but some offer MRES from September 2018 to NHS Trusts)
- Applications to new HEE/NIHR Pre-doctoral Clinical Fellowship Scheme
- Continued clinical academic research training & supervision in a vibrant university community
- Bespoke accredited modules on offer – choice
- Transferrable skills and translational development



Masters to Doctorate Bridging Programme / Clinical 'Silver' Pre-Doctoral Award



This programme is designed to bridge the gap for registered NHS staff with Masters-level qualifications, who aspire to undertake doctoral level study and progress along the clinical academic career pathway.

Gold – Doctoral/Post Doc

- Individually crafted
- University funded support
- Doc/Prof Doctorates
- Some NIHR Fellows (plus local networks)
- Some industry funded
- Community of doctorate and post-doctorate fellows
- Must be clinical and research / 'Joint' HEI and NHS posts
- Mentoring/Mentors
- Leadership

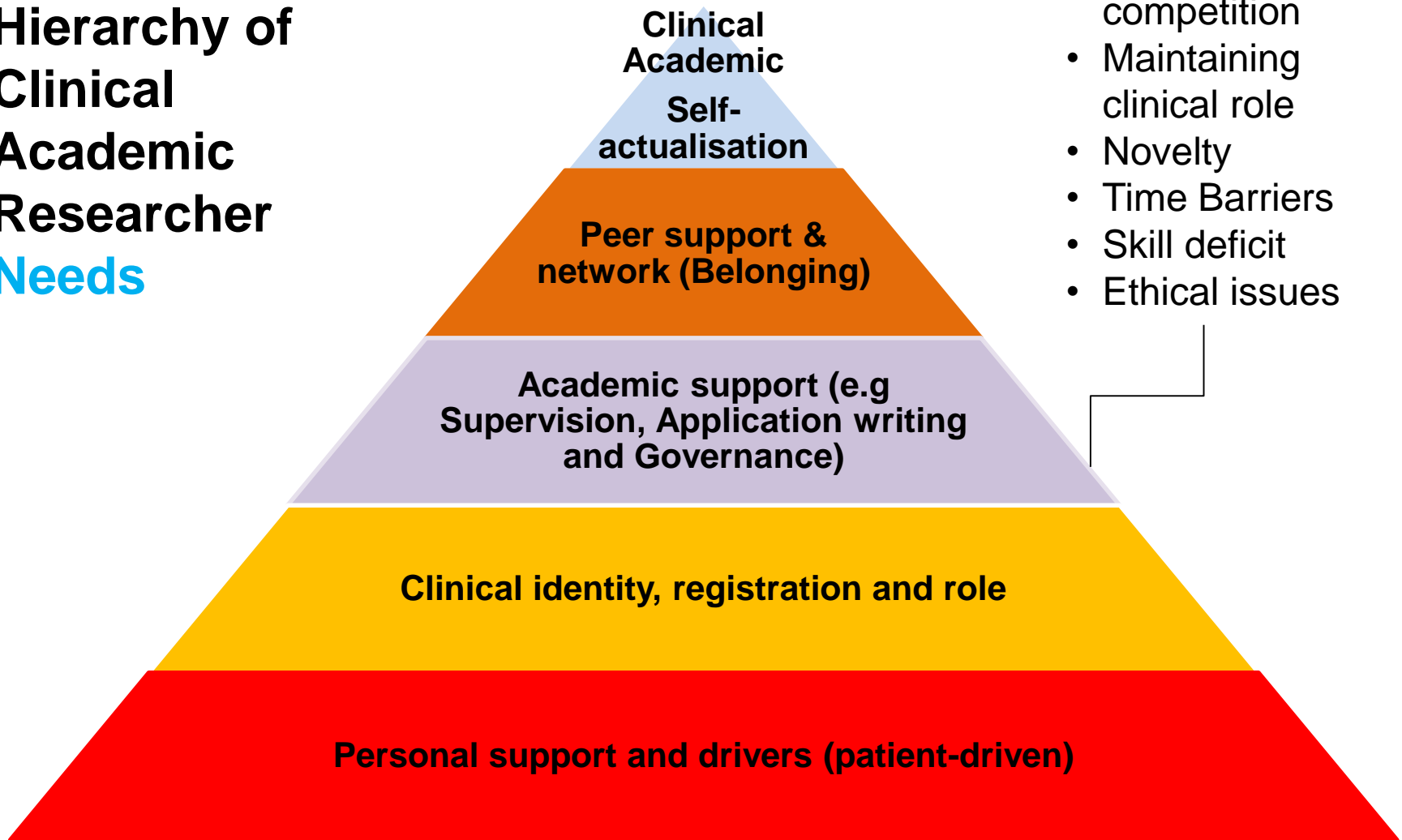


Post Doc – CYP Example

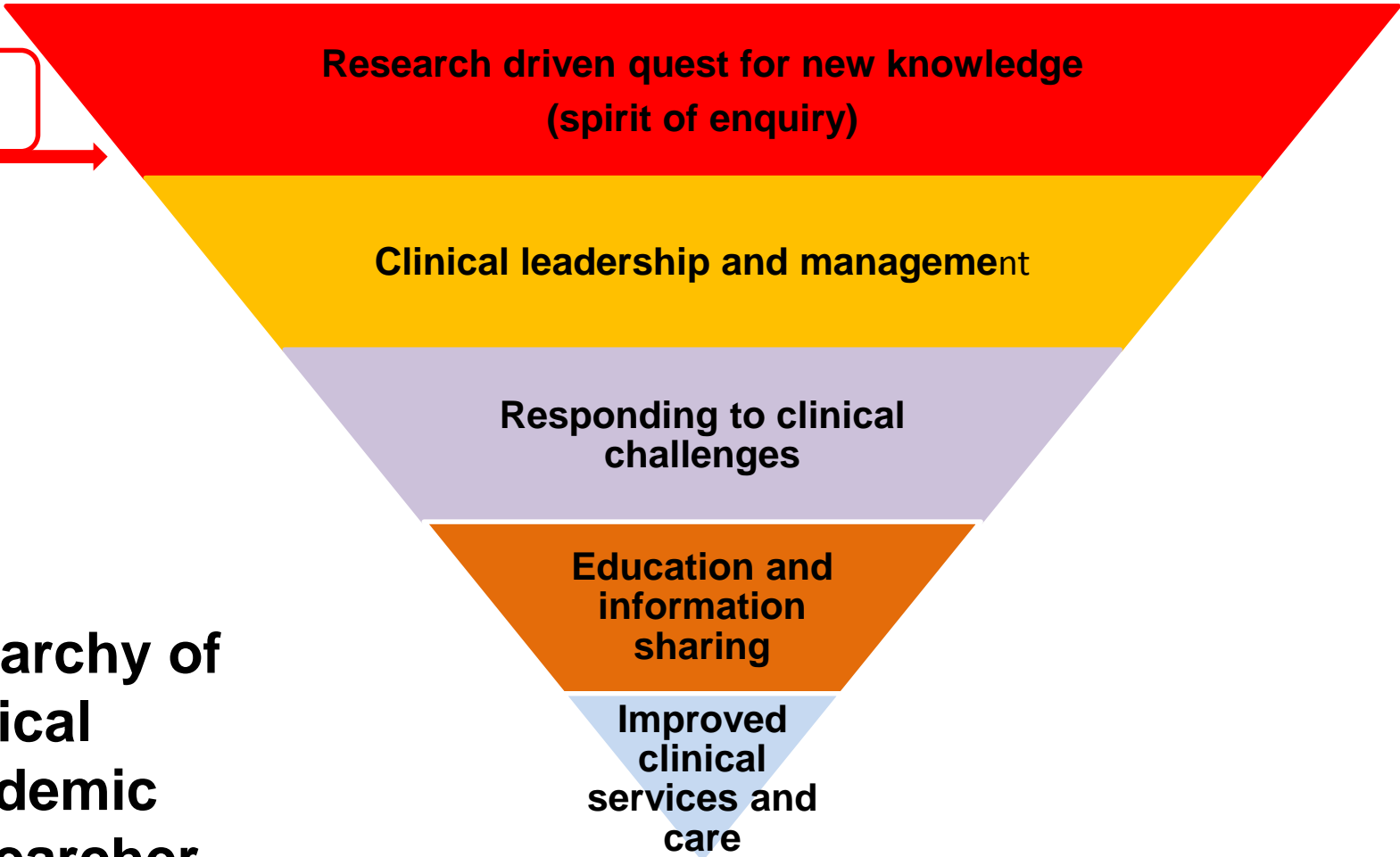
- Dr Joseph Manning (UoN/NUH – Nottingham)

Experiences of getting started in a clinical academic career

Hierarchy of Clinical Academic Researcher Needs



PPI



**Hierarchy of
Clinical
Academic
Researcher
Impact**

Approx Diary dates

Local clinical academic careers programmes

Application closing dates:

June 2020

HEE/NIHR applications open:

- Pre-doctoral Clinical Academic Fellowship (PCAF):
February 2020

- Clinical Doctoral Research Fellowship (CDRF):
March 2020

Useful resources



www.nihr.ac.uk/building-a-research-career



<https://www.medschools.ac.uk/media/2325/aukuh-transforming-healthcare.pdf>



www.hsj.co.uk/Uploads/y/r/i/Research-Impact-supplement-18th-Nov-2015.pdf



- Complete guide to the ICA programme
- www.nihr.ac.uk/icaguide

NIHR Trainees Coordinating Centre

Application advice and support

NIHR Fellowships Programme

- Doctoral Level – Rebecca Savage
- Post-doctoral Level – Tom Pratt

HEE/NIHR ICA Programme

- Pre-doctoral and Post-doctoral Level – Beth Harris
- Doctoral Level – Mal Palin

Tel: 0113 346 6260

E mail:

tccawards@nihr.ac.uk



**Moving forward how can we support
Clinical Academic Researchers in our field?**

As individuals ...

But also as a collective expert/specialist group



Thank you