

Faculty Implementation Group Paper from meeting 16th October 2006

Consultation of the Implementation of the NIHR Faculty

NIHR Faculty Implementation Group.

1. The Faculty Implementation Group was set up in March with the following purpose:

To advise the Director of NIHR on the principles, rules and mode of implementation on the key issues in setting up the Faculty including:

- the appropriate selection standards and criteria for each Faculty group;
- the extent to which selection standards and criteria need to be tailored to recognise differences between membership categories, professions and specialities;
- the mechanisms for local engagement and implementation including financial management and human resource management;
- the mechanisms for identifying staff and the associated budgets.

Recommendations for the NIHR Faculty in *Best Research For Best Health*

2. The NIHR Faculty Implementation Group was set up to inform the implementation of the recommendations in *Best Research For Best Health*.

The relevant text from *Best Research* is reproduced in italics.

Goal 2 Attract, develop and retain the best research professionals to conduct people-based research

Objectives

- *Build a leading research capability - the National Institute for Health Research Faculty - to attract, develop and retain the best clinical, health service and public health research professionals with a national collegiate ethos*
- *Focus the talents of faculty members on health research that meets the current and future needs of patients and the public*
- *Value both leaders and collaborators in health research*
- *Provide ongoing support to the academic training paths of all healthcare professionals and other key disciplines involved in health and social care research, including mentoring.*

To achieve these objectives by 2010 we will:

- 1. Build a faculty tasked with delivering the research needs of the NHS and the wider public*
- 2. Include the diversity of researchers engaged in patient and people-based research*
- 3. Develop the skills of researchers and implement career pathways in partnership with UKCRC stakeholders*

4. *Provide advice for researchers on best research practice, from supporting research applications to communicating the results of research.*

National Institute for Health Research Faculty

Researchers from diverse professional backgrounds and experience will be invited to join the National Institute for Health Research Faculty. Eligible faculty members may be funded by the NHS directly, or funded by the NHS indirectly through our partner universities. In addition, we will offer honorary membership for employees of our partners.

Membership categories will be:

- *NIHR Senior Investigators and Honorary NIHR Senior Investigators - leaders of research*
- *NIHR Investigators and Honorary NIHR Investigators - key collaborators in research*
- *NIHR Clinical Lecturers, NIHR Academic Clinical Fellows, NIHR Fellows and NIHR Students - our next generation of researchers.*

Selection standards and criteria will vary depending on membership category, profession and specialty. We will establish an implementation group of NHS, academia and partners to develop robust plans, processes and standards. It will be important that the detailed arrangements for individual Senior Investigators are determined locally, however the funding will be held centrally in order to clearly distinguish it from the patient care budget. Funding for NIHR Investigators will be paid as 'sessions' to NHS Trusts based on the level of the investigator's contribution.

Consultation

3. This paper describes the process of consultation on the NIHR Faculty with members of FIG, stakeholders who attended the FIG workshop and the FIG Working Groups and how this has been central the final proposals on the NIHR Faculty :-

3.1. The consultations have reflected a need for flexibility and local ownership. It was also been seen as important that the Department of Health's commitment to Local Management and local accountability is sustained within the Faculty Structure.

3.2. At the last Faculty Implementation Group methods of funding the faculty were discussed and it was noted that this will have an impact on the structure of the Faculty. The FIG discussed a number of options for funding Faculty Members.

- all funding for Faculty members being provided through a "Faculty funding" route
- all funding for Faculty members will being provided through another funding stream under the new R&D strategy
- some funding for Faculty members being provided through a "Faculty funding" route and some being provided through another funding stream under the new R&D strategy

The consultations have indicated that It was seen as essential that any methodology ensures that the ownership and accountability of research staff is retained locally and the maximum flexibility is maintained within the confines of delivering patient and people research.

3.3. The Allied Health Professions expressed their concern that they had not been fully involved with the implementation of the Faculty. Professor Jackie Campbell Chair of the Research Forum for Allied Health has been invited to be a member of the Faculty Implementation Group.

3.4. During the summer the Faculty Implementation Group Working Group expressed concern that the proposed collection of information was requiring a level of detail which was not in line with the aspirations for local management of the process. In view of this feedback from the FIG meetings and consultations the mechanisms for funding have been reviewed and the papers at today's FIG meeting are based on this review.

3.5. The effect of the consultations is also that some minor changes to the original proposals in Best Research for Best Health are being proposed for example that a fourth group of staff is identified in the Faculty. It is seen as important that The Department of Health reflects on the feedback in the implementation and The Faculty Implementation Group is asked to consider the proposals in the papers which have been developed from these consultations.

4. The proposals in the meeting papers are based on the feedback from the consultations and the Faculty Implementation Group is invited to comment on these final proposals.