



BEST RESEARCH FOR BEST HEALTH

IMPLEMENTATION PLAN 3.2a

NIHR FACULTY TRAINEES AND RESEARCH CAPACITY DEVELOPMENT

*Best Research for Best Health*¹ set out a 5-year Research and Development Strategy for the NHS in England. This plan provides more details on one of the key components of that strategy: NIHR Faculty Trainees and Research Capacity Development. This document will be regularly updated. The latest version should be used.

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Aims

- Attract, develop and retain the best new researchers from clinical or academic backgrounds to train to conduct and support people-based research.
- Focus the talents of these trainees on health research that meets the current and future needs of patients and the public.
- Develop and sustain training routes for research skills to support the future research leaders across all professions and disciplines.
- To build and support a skilled workforce capable of advancing high quality research with the aim of maintaining and improving health within a knowledge-based, patient-centred health service.

Purpose

- The purpose of the NIHR Traineeships is to provide support, including mentoring, for the academic training paths of all healthcare professionals and other key disciplines involved in health and social care research.

¹ *Best Research for Best Health: A New National Health Research Strategy*. The NHS contribution to health research in England. Department of Health. 2006.

- NIHR Trainees will be the next generation of researchers.

Funding

- The annual programme budget for NIHR Trainees was £44 million for 2008/09, and the forecast is £62 million for 2009/10, a considerable increase from the budget of £16 million in 2007/8.
- This increase is in line with the recommendations, accepted by the Government, of Sir David Cooksey's 2006 review of UK health research funding.

NIHR Trainees

- NIHR Trainees are those individuals whose salary is supported through NIHR training schemes awarded in national competition. The NIHR offers a range of targeted awards, including internships, and Masters, doctoral, postdoctoral and senior fellowships. Specific traineeships are offered as part of the NIHR *Integrated Academic Training Scheme* for doctors and dentists (see Implementation Plan 3.2c); the NIHR *Clinical Academic Training Pathway* for nurses, midwives, and allied health professionals; and the CSO Fellowship Scheme for healthcare scientists.

NIHR Fellowships

- The NIHR runs four Fellowship Schemes:
 - NIHR Doctoral Research Fellowships
 - NIHR Post Doctoral Fellowships
 - NIHR Career Development Fellowships
 - NIHR Senior Fellowships.

NIHR Integrated Academic Training Scheme (Implementation Plan 3.2c)

- The Walport Report² recommended the implementation of an integrated academic training scheme for Junior Doctors.
- There are two parts of this NIHR funded scheme: Academic Clinical Fellows and some Clinical Lecturers. Those funded on this scheme are NIHR Trainees as their salary is supported in part or in whole by NIHR Funding.
- The NIHR also funds In-Practice Academic Fellowships for fully qualified general practitioners (GPs) and dental GPs.
- The NIHR Clinician Scientist Fellowships scheme is a later stage of the pathway.

² Medically- and dentally-qualified academic staff: Recommendations for training the researchers and educators of the future. Report of the academic Careers Sub-Committee of Modernising Medical Careers and the UK Clinical Research Collaboration March 2005

NIHR Clinical Academic Training Pathway for Nurses, Midwives, and Allied Health Professionals

- The Finch Report³ made recommendations regarding the implementation of a clear career pathway for nurses involved in clinical research. These have been broadened to encompass midwives and allied health professionals.
- In collaboration with the Chief Nursing Officer for England and others, a number of schemes have been launched to offer four levels of integrated training: at Masters level, Doctoral Research Fellowships, Clinical Lectureships, and in 2010, Senior Clinical Lectureships.

Other NIHR schemes

- The NIHR is supporting applied research methods (internships, fellowships, and a research opportunity, funding scheme) through its Programme to build Capacity and Capability in Applied Research Methods (see Implementation Plan 3.2b). The NIHR is also collaborating with other organisations on training schemes for healthcare scientists (doctoral), and the economics of health (Masters and early career postdoctoral awards).
- The NIHR will also be funding Masters studentships in medical statistics. A competition for triennial quotas of studentships was launched in January 2010, and successful host organisations will be notified in April.

NIHR Trainees Coordinating Centre

- The NIHR Trainees Coordinating Centre (NIHR TCC), (known as the NIHR Coordinating Centre for Research Capacity Development prior to September 2009) administers the Programmes for recruitment of NIHR Fellowships and NIHR Integrated Academic Training Schemes.
- Information about the NIHR research capacity development programmes is available on the NIHR TCC website at www.nihrtcc.nhs.uk/.

NIHR funded PhDs

- There are also NIHR-funded PhD students based in NIHR Biomedical Research Centres, Biomedical Research Units and Collaborations for Leadership in Applied Health Research and Care. A few NIHR-funded PhD students are supported through legacy NHS R&D Programmes.

NIHR Trainees support

- Support for NIHR Trainees includes an annual conference, normally held in September. More focused events, such as summer schools, have been run or are being planned for groups of NIHR Trainees.

³ Developing the best research professionals. Report of the Nurses in Clinical Research (Workforce) Sub-Committee of the UK Clinical Research Collaboration August 2007

- There is a mentoring programme, funded by the NIHR, and delivered by the Academy of Medical Sciences for doctors and dentists receiving training on the Integrated Academic Training pathway. Discussions are underway about extending mentoring support to nurses, midwives and allied health professionals on the Clinical Academic Training pathway.
- A leadership development programme is being developed for NIHR trainees who are making the transition to becoming independent researchers and thereby picking up significant leadership and management roles.

Timetable

- Developments in response mode and commission mode training continue and will be announced from time to time.

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