

BEST RESEARCH FOR BEST HEALTH

IMPLEMENTATION PLAN 3.3

NIHR FACULTY MEMBERSHIP

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

Version: 6

Issue date: January 2010

Planned revision & re-issue date: July 2010

Aim

- The NIHR Faculty aims to:
 - attract, develop and retain the best research professionals to conduct and support people-based research;
 - 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;
 - ensure investment of public funds in the research workforce promotes equality of opportunity and does not discriminate on grounds of race, gender, disability, age, sexual orientation, or religion and belief.

Purpose

- The purpose of the NIHR Faculty is for the first time to identify and bring together the people who are funded by the Department of Health to support applied people-focussed 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.

Eligibility and Funding

- The NIHR Faculty will encompass research, clinical and support staff from all relevant professional backgrounds.
- Faculty members will be those individuals:
 - who conduct or support patient or people based research; and
 - whose salary is funded, in part or in whole, from the NIHR Projects, Programmes, Centres or Units funding and/or DH Policy Research Programme (PRP) funding; or who are funded through approved NIHR training programmes; and
 - who are employed by an NHS organisation or by a University.
- The NIHR Programme/PRP funding which supports a faculty member's salary may be paid directly to their employer, or may be paid to a partner organisation, which then makes a funding transfer to the faculty member's employer.

Honorary Membership

- Honorary Faculty membership was offered to a small number of individuals:
 - who were not Faculty members under the criteria above; but
 - who provided exceptional support for NIHR research, such as offering expertise in a personal capacity on an NIHR advisory panel or board.
- This membership category served a useful purpose during the initial phase of establishing the NIHR. However, new appointments to this group are no longer being made.

Categories of Faculty Member

- There are four categories of Faculty Member:
 - NIHR Investigators
 - NIHR Senior Investigators
 - NIHR Associates
 - NIHR Trainees.

NIHR Investigators

- NIHR Investigators are those Faculty members who are directly engaged in doing research (i.e. the main element of their salary related to research is a 'Research Cost').
- This includes all the research staff working on a research project including lead researchers, other senior researchers, and research assistants.
- The main NIHR/PRP source of funding for the element of their salary which is related to research is through funding for NIHR Projects, NIHR Programmes, NIHR Units, NIHR Centres or from PRP.
- Their salary may also, at local discretion, be funded in part from the NIHR Flexibility and Sustainability Funding.
- Often, the NIHR contribution will be only one element of an NIHR Investigator's salary.
- Often, an NIHR Investigator's salary will also be funded in part from other sources of research funding (e.g. Research Councils, Research Charities or HEFCE).

- Often, an NIHR Investigator's salary will also be funded in part from other sources of NHS funding (e.g. patient care, education and training).

NIHR Senior Investigators

- NIHR Senior Investigators are the most outstanding leaders of patient and people-based research. Details are given in Implementation Plan 3.4.

NIHR Associates

- NIHR Associates are those Faculty members who support research led by others (i.e. the main element of their salary related to research is a 'Service Support Cost').
- This includes all clinical and clinical support staff who support research led by others including medical, nursing, pharmacy, imaging, and healthcare scientists.
- The main NIHR source of funding for the element of their salary which is related to research will be in most cases be through funding for NIHR Research Networks and Experimental Medicine Facilities,.
- Their salary may also, at local discretion, be funded in part from NIHR Flexibility and Sustainability Funding.
- Often, the NIHR contribution will be only one element of an NIHR Associate's salary.
- Often, an NIHR Associate's salary will also be funded in part from other sources of NHS funding (e.g. patient care, education and training).

NIHR Trainees

- NIHR Trainees are the next generation of researchers. Details are given in Implementation Plan 3.2a.

Membership responsibilities

- NIHR Investigators should indicate in research applications how their activities will contribute to collective research endeavour in the NHS and to the NIHR Faculty.
- NIHR Investigators are expected to provide advice on research issues within their expertise, in the form of serving on review panels or carrying out peer review. We would not normally expect to require more than four peer reviews or serving on two panels a year.

Membership facilities

- In addition to their funding to do or to support research, the NIHR Faculty will have opportunities as follows:
 - to attend NIHR conferences (NIHR Senior Investigators and NIHR Trainees) and other more focused events;
 - Investigators to advise NIHR (via peer review and serving on expert panels); and Senior Investigators to advise the Director General for Research and Development (via the College of Senior Investigators, see Implementation Plan 3.4);

- to receive mentoring and career advice, and to seek access to leadership development programmes, as appropriate to their career stage;
- to access a range of secure research information, networking and communication facilities via the NIHR Portal.

Membership details

- Details will be maintained of all NIHR Faculty members. At the current time, this is achieved through separate systems, but developments are under way to create an integrated people database for NIHR.
- Details of NIHR Senior Investigators are published on the NIHR website. This is available at www.nihr.ac.uk/faculty/Pages/faculty_senior_investigators_directory.aspx.
- The details of NIHR Faculty members will, with their consent, be included within a Directory of members of NIHR Faculty.

Equality of opportunity

- Members of the NIHR Faculty will be asked, via separate confidential systems with their anonymity preserved, to supply details of their ethnicity, gender, disability status, and date of birth.
- This information will be used to monitor and report on investment of public funds in the research workforce, and to ensure this promotes equality of opportunity and does not support discrimination on inappropriate grounds of race, sex, or disability status.

Timetable

June 2010 – Launch of the NIHR Faculty Portal.

Department of Health Lead:

Dr David Cox

Deputy Director – Research Faculty

R&D@dh.gsi.gov.uk