2019 Guidance Notes

Integrated Academic Training
NIHR Clinical Lectureship (Medical)
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Introduction

This guidance has been produced to support the selection of individuals for NIHR Clinical Lectureship (CL) and NIHR-recognised, locally-funded CL posts as part of Integrated Academic Training (IAT).

Applicants for a NIHR CL will be those in specialist training, or GPs who have completed their vocational training, that have completed a higher research degree. Those in specialist training will have completed a substantial period of clinical training. The CL provides opportunities for post-higher degree research and facilitates applications for further research funding for doctors working towards completion of specialty training.

Background

The NIHR CL is one phase of the Integrated Academic Training Pathway recommended in the report “Medically- and dentally-qualified academic staff: Recommendations for training the researchers and educators of the future”. This report was produced by a joint Sub-Committee of the UK Clinical Research Collaboration (UKCRC) and the NHS Modernising Medical Careers (MMC) to recommend initiatives that integrate the development of academic skills with each of the key stages of a clinician’s career.

The CL represents the second substantive phase of integrated clinical and academic training, which is intended to follow on from the Academic Clinical Fellowship (ACF) phase, when the trainee is in possession of a relevant PhD/MD. CLs are intended for those who can demonstrate outstanding potential through success at doctoral research that show further potential for development as a clinical academic in research and/or education research.

Eligibility

Doctors wishing to apply for a NIHR CL must already hold a higher research degree (PhD, MD, or equivalent) in a relevant subject area and must be at a minimum level of ST3.

NIHR CLs are designed for those who have made satisfactory progress in both clinical and academic training. Trainees will have completed Foundation Training (or equivalent) and will have already had a substantial period of clinical training; therefore appointments may not be made at FY2, CMT, CST, ST1, or ST2.

Specialist Registrars (SpR) or Specialty Registrars (StR) may apply to this scheme. Doctors with specialist/ty experience (as an SHO, LAT or equivalent), who meet the entry criteria into specialty training may also apply, subject to them having completed a relevant PhD, MD, or equivalent.

The scheme is open to general practitioners (GPs) who have completed a PhD, MD, or equivalent and have completed their clinical training. Exceptional candidates nearing the end of their vocational training may also be considered.
NIHR CL posts are only available to medically-qualified candidates. Non-medical healthcare professions should reference the HEE/NIHR Integrated Clinical Academic (ICA) Programme.

Candidates that have already completed one NIHR CL may not apply for another, but may apply for a locally-funded Clinical Lectureship.

Candidates with less than 1 year to gaining a Certificate of Completion of Training (CCT) may be more suited to a NIHR Advanced Fellowship, or other post-doctoral fellowship, rather than a NIHR CL.

Candidates may only apply if they have already submitted their PhD or MD thesis at the time of application. If the candidate’s thesis has not been submitted by the application closing date, then they are ineligible to apply in this round. Successful candidates may not take up their post until their PhD or MD had been fully awarded. If this will not be awarded until after the 31 March 2020 deadline, then the candidate is ineligible to apply in the 2019 round.

**Periods of dedicated clinical training**

The 4-year duration of the NIHR CL may mean that a period of dedicated clinical training is appropriate, either before or after the post.

For those undertaking this prior to application, the candidate will become ineligible for a 2019 post if the length of their dedicated period of clinical training would preclude them from applying and taking up the NIHR CL before the 31 March 2020 deadline.

It may, in some cases, be more appropriate to undertake a period of clinical training upon completion of the NIHR CL. This must be taken into account by the individual and their Training Programme Director and the appropriate arrangements put in place to accommodate this.

**Portability of posts**

NIHR CL posts are awarded to medical schools. HEE Local Offices do not have permission to move any posts from one medical school to another within their locality. If a medical school is unable to recruit in a particular GMC specialty then the NIHR Academy is to be informed; it must not be offered to another medical school within the same HEE Local Office.

**Recruitment and Selection**

**Documentation required before advertising**

The following should be formulated prior to advertisement:

**Person specifications**: these are required for the training programme as a whole (both clinical and academic). A description of the training and service requirements for the rotational placements should also be formulated prior to advertisement. Please refer to “2019 NIHR CL Person Specification” (Appendix 1).
Application form(s): these must assess both clinical and academic competence. Please refer to “2019 NIHR CL Supplementary Questions” (Appendix 2), which should be used in conjunction with questions to assess clinical competences.

ST Level: ST3 is the minimum entry level required for a NIHR CL post. If it would be more appropriate to offer a post at a higher level, e.g. ST5 or ST6 for surgical specialties, then partnerships may do so.

A description of the training and service requirements for the rotational placements: training programme descriptions should provide suitable detail of the academic training component with an indication of how this is protected from clinical service.

Advertising

The launch of the recruitment round will be advertised via the NIHR website only. No national advertisements will be placed in journals by NIHR for the 2019 round.

Details of the 2019 posts and the associated recruitment documentation will be made available on the NIHR website. Where partnerships have not confirmed their GMC specialties for posts allocated via the formula, these will be listed online as those previously submitted and signed off by NIHR. Prospective candidates will be asked to make contact locally via the NIHR IAT Leads (www.nihr.ac.uk/IATleads), or an identified HEE Local Office contact.

The recruitment round will open on 1 March 2019 and close on 31 March 2020. The 2019 NIHR CL posts may not be advertised and closed before the national launch on 1 March 2019. For partnerships undertaking recruitment during March 2019, please note that successful candidates may not take up their post until after 1 April 2019. It is recommended that the recruitment process is started as early as possible during the recruitment window.

IAT partnerships must inform the NIHR Academy when they are planning to advertise their posts and provide details of where their adverts will be placed. **NIHR strongly encourages partnerships to advertise the CL posts via Oriel** (www.oriel.nhs.uk). Members of the IAT partnership will need to work together in order to achieve this. Details of the posts should be sent via e-mail to iat.management@nihrtcc.org.uk. All posts must be advertised nationally; local advertisements are also allowed should partnerships wish to do so.

The NIHR Priority Research Themes and proposed research associated with the 2019 competition posts must be clearly described in the competition post advertisements.

Partnerships should inform the NIHR Academy of when their CL interviews will be taking place, as members of the NIHR Academy staff and the NIHR Dean for Faculty Trainees will be attending randomly selected interviews throughout the year.

Successful applicants must be able to take up post before 31 March 2020, therefore please allow enough time to advertise, shortlist, interview and where required, allow for notice periods to be given. Please note there will not be any extensions given beyond the 31 March 2020 deadline, as the NIHR Academy will be required to report national fill rates to the Department of Health and Social Care by mid-April 2020. Posts that are not filled ahead of 31 March 2020 will be withdrawn.
Specialty Changes

Partnerships may only advertise and recruit to the GMC specialties agreed with NIHR for 2019. Should it not be possible to recruit to one of the GMC specialties, then please contact the NIHR Academy to request a change of GMC specialty. If changes to specialties are made without written authorisation from NIHR, then this may lead to the post being reclassified as a locally funded Clinical Lectureship and the associated NIHR funding will be withdrawn.

Award of a NTN(a)

NIHR CL posts are, in part, clinical training posts and must be managed to fit in with clinical training rotas. Posts may be supernumerary but, where they are not, it may be necessary to convert an existing clinical training post to accommodate an NIHR CL. In some cases, it may be possible to create a supernumerary post and allocate an additional NTN. Permission must be sought from the local Postgraduate Dean as well as the lead Postgraduate Dean for the specialty to create a new NTN.

The award of a NTN(a) will be made to candidates who are successful in the appointments process. Since NTNs are awarded by Postgraduate Deans, the HEE Local Office must lead the appointment process. The majority of candidates should already hold a NTN; however, where a candidate does not, then the panel must be constituted to allow the award of a NTN. Panels must ensure that both clinical and academic standards for appointment are met.

NTN(a)s can be awarded to NIHR-funded IAT trainees through the local Postgraduate Dean, in liaison with the Lead Postgraduate Dean for that specialty who has a key role. The NTN(a) exists for the lifetime of that trainee in that post and need not affect the total number of NTNs for that specialty in that HEE Local Office. Decisions will be made by the Postgraduate Deans on a case-by-case basis; the Lead Postgraduate Dean for Academic Training is prepared to help facilitate this if necessary.

Appointment Committee Panel Membership

The NIHR CL Appointment Committee should be a joint committee representing the partner organisations that submitted a successful bid for funding, i.e. the Medical School, NHS Organisation, and the HEE Local Office. The committee must be constituted to assess clinical competence at the appropriate level and award a NTN (where necessary) and a NTN(a), and to assess academic quality and potential.

All shortlisted candidates (internal and external) for NIHR CL posts must be given a joint academic/clinical interview. An Annual Review of Competence Progression (ARCP), or equivalent, may not to be used in place of an academic/clinical interview.

Clinical appointability will be determined by the relevant Training Programme Director for the specialty during the interview; therefore there must be a clinical element to the questioning. Should the candidate not meet the level required for appointment, then they cannot be awarded the NIHR CL.

Candidates must be physically present in the same room as the panel at the interview.
Membership of the NIHR CL appointment committee must be based on the following:

- The lead of the NIHR CL training programme, or their representative;
- The Chair of the HEE Local Office Training Committee or the Training Programme Director;
- Representation from the relevant academic community;
- Representation from a Teaching Hospital Trust;
- Representation from the HEE Local Office;
- An independent academic member (wherever possible, from outside the HEE Local Office boundary).

For GPs the committee must include, as appropriate:

- The lead of the NIHR CL training programme, or their representative;
- Representation from the relevant academic community;
- The HEE Local Office Director of Postgraduate GP Education;
- The Chief Executive or his/her nominee from the relevant NHS organisation;
- An independent academic member (wherever possible, from outside the HEE Local Office boundary);
- A Senior Member/Partner from the relevant practice.

It may be necessary to convene more than one appointment committee for organisational partnerships hosting several academic programmes.

**Selection Criteria**

The criteria at short-listing and interview for assessing candidates should be derived directly from the person specification, including academic aptitude and commitment to an academic career, and the training and service requirements. Please refer to the ‘2019 NIHR CL Supplementary Person Specification’ in Appendix 1 for assessment of academic competences.

Candidates for a NIHR CL will hold a PhD/MD (or equivalent) in a relevant subject area and questioning of their academic and research commitment and skills should reflect this.

Candidates currently undertaking a PhD/MD must have already submitted their thesis at the time of application. If the candidate’s thesis has not been submitted by the application closing date for the CL post, then they are ineligible to apply in this round.

Successful candidates may not take up their post until their PhD/MD has been fully awarded. If it will not be awarded until after the 31 March 2020 deadline, then the candidate is ineligible to apply in the 2019 allocation round.

The following should be remembered when formulating the selection criteria:

- The duration of an NIHR CL will be for a maximum of 4 years (1.0 Whole Time Equivalent) or until CCT is reached, whichever is the sooner;
- Candidates with less than 1 year to CCT may be more suited to a NIHR Advanced Fellowship or other post-doctoral fellowship, rather than a NIHR CL;
• NIHR CLs are intended to offer training to those who have already demonstrated outstanding potential through success at doctoral level research;
• NIHR CLs are intended for those who show further potential for development as clinical academics in research and/or education research, with demonstration of potential to act as independent researchers and leaders in their chosen field;
• Successful candidates will demonstrate clear medium- and long-term career goals;
• The CL post requires the trainee to spend 50% of their time undergoing academic training combined with clinical training in the remaining 50%;
• The NIHR CL will provide the trainee the opportunity to complete their clinical training in conjunction with post-doctoral research career development or higher educational training;
• It is expected that a substantial number of the trainees will, where appropriate, apply for a further, peer-reviewed, externally-funded post-doctoral training award (such as a NIHR Advanced Fellowship) or an award to support further training as an education researcher.

The committee should also refer to the eligibility criteria as set out earlier in this document.

**Additional information for GPs**

NIHR funds GP CL posts at 100%.

The maximum amount of funding available is equivalent to the top of the pre-2003 consultant contract pay scale. Should partnerships wish to offer more than this amount, then they may do so from their own funding sources.

GPs will have completed their clinical training. Their academic training (50%) will thus be combined with clinical service (50%), as a salaried or self-employed GP.

GPs will be expected to engage in appropriate continuing professional development.

**Appointments**

Candidates that are successful at interview must be able to take up their post before 31 March 2020. No extensions will be granted, including for notice periods.

Post holders may be employed either by a Higher Education Institution (HEI), a NHS organisation, or both through a joint contract. Details of how the employing partnership will manage the appointment should be agreed with the trainee and each appointment should be managed according to the established practices and needs of individual HEIs and local NHS organisations. It is anticipated that appointments will reflect the principles outlined in the Follett review report of September 2001 (available on request).

**Options for Less than Full Time Working**

NIHR CLs comprise 50% academic and 50% clinical training for up to 4 years (1.0 Whole Time Equivalent (WTE)).
Funding for Less Than Full Time (LTFT) CLs can be extended up to a maximum of 6 years, with a stipulation that the academic component must not fall below 0.33 WTE. The trainee should have input into how they would arrange the balance between academic and clinical training. Local selection committees should be able to advise on this matter should suitable candidates be identified.

Monitoring forms (post-recruitment and those reporting on annual progress) will need to make the LTFT arrangements and planned duration of the CL clear.

Guidance has been issued by the GMC with respect to academic trainees:


Please note, the maximum duration of both full time and LTFT CL posts stated above does not include any periods of statutory leave taken during the post.

Out of Programme

No Out of Programme (OOP) activity, other than for statutory reasons, is allowed for NIHR CLs. Trainees can apply to their HEE Local Office to go out of programme for non-statutory reasons; however, this will end the NIHR funding and the trainee will return to a standard clinical training following the period of OOP. Any OOP must be prospectively agreed with the employing organisation.

Obtaining relevant research experience at another institution

NIHR CLs may wish to obtain relevant research experience at another institution. This is not the same as OOP.

Obtaining relevant research experience elsewhere is acceptable if it can be accommodated within the 50% academic time of the post and has the agreement of the Academic Programme Lead and Postgraduate Dean. Time spent at another institution to gain clinical experience is also possible; however, permission must be sought from the relevant authorities in order for this to count towards CCT. Partnerships must inform the NIHR before any trainee temporarily moves to obtain experience elsewhere.

Funding from NIHR will continue to be paid during any time taken at another institution. Should the trainee obtain external funding to cover this period of time away, then this would be regarded as the trainee having gained another fellowship and the NIHR CL post would end, with the trainee returning to standard clinical training once the external funding has come to an end.

Academic Appraisals and CCT Date

Structured postgraduate medical training is dependent on having curricula which clearly set out the standards and competences of practice, an assessment strategy to know whether those standards have been achieved and an infrastructure which supports a training environment within the context of service delivery.

The Annual Review of Competence Progression (ARCP) should, for the clinical academic trainee, involve review of both clinical and academic progress and therefore be undertaken
by clinical and academic staff together. A general overview for reviewing the progression of trainees undertaking joint clinical and academic training programmes is provided in the Gold Guide:


A progress report for academic trainees is provided in Appendix 5 of the Gold Guide:


The Academy of Medical Sciences has formulated supplementary guidelines to aid trainees, supervisors, and assessors in reviewing academic training and progress. The guidelines are available at:

http://www.acmedsci.ac.uk/policy/policy-projects/guidelines-for-monitoring-academic-training-and-progress/

Although progress on both clinical and academic fronts should be documented, and future training needs for both identified, a single outcome should be determined, with patient safety a dominant consideration.

Postgraduate Deans have agreed to consider a NIHR CL’s overall progress and take account of the time spent in research (if necessary) before issuing an ARCP Outcome 3.

**Target CCT date for Academic Trainees**

NIHR expects assessment of clinical progress by academic trainees to be competence-based rather than simply time-based. NIHR also recognises that in, for example, craft specialties, trainees do need to undertake procedures on a number of occasions to become competent to perform the procedure independently, and that requires a variable period of time to complete.

Following discussions with the GMC, Postgraduate Deans, and others, the NIHR stance is that setting a target CCT date is best determined flexibly, and tailored to the needs of the individual trainee.

The target CCT date is best determined (as agreed by the GMC) at the first annual ARCP for CLs, when the trainee and supervisors can take stock of initial progress in the post.

The target CCT date may be exactly the same as it would be for a non-academic trainee, or it may be later than it would be for a non-academic trainee.

Once set, the CCT date can be extended further through the use of an ARCP Outcome 3, but cannot be brought forward. If there is a need to extend clinical training this should not necessarily be regarded as a failure.

In the event that an individual is unsuccessful in progressing academically, they will re-join a standard clinical training programme, or in the case of GPs or those that have completed clinical training, return to clinical service.
Completion of a NIHR Clinical Lectureship

The duration of a NIHR CL will be for a maximum of 4 years (1.0 WTE) or until CCT is reached, whichever is the sooner. During this time the trainee combines 50% clinical specialty training with 50% academic training to complete a substantial piece of post-doctoral research.

It is expected that a significant number of the trainees will, where appropriate, apply for a further peer reviewed, post-doctoral training award such as a NIHR Advanced Fellowship.

For trainees who are not anticipated to reach CCT within the maximum 4 years funding of the NIHR CL post, arrangements will need to be put in place locally to enable the trainee to return to standard clinical training after the completion of the NIHR CL.

Obtaining another Fellowship

Where the trainee is successful in obtaining a further fellowship award, the NIHR CL will end. If the trainee has further clinical training to undertake, they will return to standard clinical training upon completion of the fellowship.

Extensions beyond CCT for NIHR CLs

Recommendation 11 from the NIHR Strategic Review of Training (www.nihr.ac.uk/srot) is to allow NIHR CL posts (including badged/match-funded CL posts) to span Certificate of Completion of Training (CCT). This recommendation has now been implemented.

The guidance and application process for extensions beyond CCT described in this document is applicable for all NIHR CLs that are in post on or after 1 April 2019, i.e. the extension process is also available to NIHR CLs appointed in previous allocation years. NIHR expects the extension process described in this document to be followed for NIHR-recognised, locally-funded (badged/match-funded) CL posts.

Extensions are not automatically given; they are considered on a case-by-case basis and are not guaranteed to be granted.

Please note: The process for extending a CL post beyond CCT does not apply to GP CLs, as they are fully qualified.

Eligibility

- The option to apply for an extension post-CCT is open to all NIHR CLs, dependent on the CL submitting, among other documents, a supportive letter from their host Higher Education Institution (HEI) justifying the need for an extension, as detailed below.
- If the trainee does not reach CCT by the end of the 4 year (1.0 WTE) CL post period, then no extensions will be considered by the NIHR.
- Should a trainee reach and attain CCT at the end of the 4 year (1.0 WTE) period of funding for the post, then no extensions will be considered by NIHR. Should partnerships wish to continue to fund the post from another source beyond the 4 year maximum, then they may do so and the post will become a locally-funded CL.
• Should a trainee reach and attain CCT earlier than the 4 year (1.0 WTE) period of funding for the post, then exceptionally an application can be made to NIHR to extend the post beyond CCT.

• Applications for extension must be made at least 6 months prior to CCT.

• A trainee that wishes to apply for an extension must have been appointed to their CL post with more than 12 months (1.0 WTE) remaining of their training at the time of application to the NIHR CL post. Trainees with less than 12 months (1.0 WTE) to CCT at the time of application to their NIHR CL post will be considered ineligible to apply for an extension beyond CCT.

• Extensions may not be used to offer a post to a trainee who presents at interview with 6-12 months left before reaching CCT and immediately request an extension of the CL post-CCT.

Extension Duration

• On reaching CCT the NIHR CL will have completed clinical training. It is anticipated that the request to prolong the post beyond CCT is to acquire additional academic competencies to enable the individual to make the transition to research independence. It is expected that the majority of activity will be research orientated.

• The duration of the CL extension would be dependent on the time remaining in the 4 year (1.0 WTE) post, with the extension phase being no more than 1 year (1.0 WTE).

• Except in exceptional circumstances, post-CCT CLs must reduce their clinical commitments to 2 clinical sessions per week, which should be sufficient to maintain clinical skills and remain appointable as a NHS consultant. Those employed in the craft specialties may undertake up to 4 clinical sessions per week, with the extension request accompanied by an explanation for this requirement.

Employer and Responsible Officer

The CL will remain employed by the Higher Education Institution (HEI), or substantive employer post-CCT with an honorary contract with a NHS Trust. The Medical Director of the associated Trust will become the responsible officer, post-CCT. The CL post-CCT will need to be appraised jointly, both clinically and academically, via the Follet Report principles with adherence to the joint working checklist (http://www.ucea.ac.uk/en/empres/clinical/follett/), with academic progression managed by the substantive employer’s HR processes.

Extension Process

Eligible NIHR CLs that wish to invoke the extension must gain prospective approval for the extension from their Postgraduate Dean.

Following approval from the Postgraduate Dean to extend the CL post beyond CCT, the trainee will need to coordinate the submission of the following documentation via their HEE local office.

Cover Letter addressing the following points:

• NIHR CL Start Date
• Target CCT date
• The extension request has the approval of the Postgraduate Dean
• The intended academic / clinical time split

**Trainee Statement of Intent** (1-2 pages) addressing, for example, the following points as befits the personal circumstances of the individual:

• What are your career ambitions?
• What research and academic training will be undertaken during the extension?
• What will your clinical duties consist of?
• Are there any publications in preparation / under review?
• What stage are you at with applications for further funding (grants/fellowships etc.)?
• If a fellowships application has been submitted but was unsuccessful, what steps are being taken to address the feedback?
• What is the intended submission date for a future fellowship / grant application?
• What support is the host institutional partnership offering to facilitate applications for further funding?
• In the event that the fellowship or grant application is unsuccessful, will the host institution provide bridging funding?
• Has the host institution offered a substantive post at the end of the NIHR CL award?

**Letters of Support** indicating how the CL will benefit from the extension both academically and clinically from the following:

• The NIHR Academic IAT Lead
• The academic supervisor
• The clinical supervisor/Training Programme Director
• The host HEI, justifying the need for extension. Commitment from the academic institution should also include a post-CCT job plan

To discuss extensions further on a case-by-case basis, please contact iat.management@nihrtcc.org.uk.

**Monitoring**

HEE Local Offices are required to provide up-to-date information on NIHR Academic Clinical Fellowship, NIHR Clinical Lectureship, and locally-funded NIHR-recognised Clinical Lectureship posts, as per the Service Level Agreement between the Department of Health and Social Care and HEE.

Funding for the 2019 allocation of posts will come from the Department of Health and Social Care Science, Research, and Evidence Directorate funding stream and not through the workforce funding streams.

It is important that HEE Local Offices provide information on available and filled posts in a timely manner to ensure that candidates and potential candidates have accurate information.
**Recruitment Monitoring Form**

The HEE Local Office is required to return a Recruitment Monitoring Form to the NIHR Academy for each newly appointed trainee. This form contains information about the trainee, including contact details, and will also be a trigger for the funding to be released in the next quarter. The recruitment monitoring forms can be returned at any time during the year, or alongside the Quarterly Monitoring Form.

**Quarterly Monitoring Form**

Quarterly Monitoring Forms are required to be returned at the end of June, September, December, and March each year. These forms contain details of all trainees in post, as well as those who have recently completed their post. The Quarterly Monitoring Forms are to include outcome data for trainees that have completed their post.

The return of the Quarterly Monitoring Forms and Recruitment Monitoring Forms are required as part of the Service Level Agreement between the Department of Health and Social Care and HEE.
# Appendix 1: 2019 NIHR CL Supplementary Person Specification

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<tr>
<td>Evidence of achievement of Foundation competences or equivalent.</td>
<td>Evidence of commitment to GMC specialty. Intercalated honours degree and/or additional qualifications e.g. MSc etc.</td>
<td>Application Form</td>
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<td>Must hold a higher degree (MD, PhD or equivalent) in a relevant subject area.</td>
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<td>Evidence of good progress in clinical training and that completion of specialty training may be accommodated either during or after the 4 year period of the NIHR CL award.</td>
<td>Application Form and Selection Centre</td>
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<td>Candidate must be at ST3 or above.</td>
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<th>KNOWLEDGE &amp; ACHIEVEMENTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
<th>WHEN EVALUATED</th>
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<tbody>
<tr>
<td>Demonstration of acquisition of the level of knowledge and skills necessary for the achievement of Foundation and clinical (matched to the entry level) competencies or equivalent.</td>
<td>Knowledge of the centre hosting the research and how this is best placed to support the research, education and training needs. Prizes or distinctions. Presentation of work at a national or international meeting. Significant publications in peer reviewed journals.</td>
<td>Application Form</td>
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<tr>
<td>Demonstration of the potential for scientific independence and the ability to lead a research team.</td>
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<td>Application Form and Selection Centre</td>
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<tr>
<td>Potential to become a leader in chosen field.</td>
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<tr>
<th>EDUCATIONAL &amp; PERSONAL ASPECTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
<th>WHEN EVALUATED</th>
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<tbody>
<tr>
<td>Demonstration of understanding, and commitment to, an academic career.</td>
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<td>Application Form</td>
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<tr>
<td>Indication of medium and long-term career goals.</td>
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<tr>
<td>Demonstration of educational reasons for applying for Clinical Lectureship Programme.</td>
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<tr>
<th>PROFESSIONAL SKILLS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
<th>WHEN EVALUATED</th>
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<td>Evidence of team working skills.</td>
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<td>Application Form</td>
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<tr>
<td>Evidence of leadership potential.</td>
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<td>and Selection Centre</td>
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This person specification should be used in conjunction with a person specification for assessment of clinical competences.
## Appendix 2: 2019 NIHR CL Supplementary Questions

### Academic Achievement and Professional Qualifications

<table>
<thead>
<tr>
<th>University (ies) attended. Please also indicate the Department or School</th>
<th>Dates</th>
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<table>
<thead>
<tr>
<th>Degree/Diploma (include BSc, BDS, BChD, MBBS, MSc, MB/PhD, PhD, MD or equivalent) – state class of degree awarded, where appropriate.</th>
<th>Awarding Body</th>
<th>Date of Qualification</th>
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*Shortlisted candidates will be required to bring original certificates to the interviews*

<table>
<thead>
<tr>
<th>Prizes and other academic distinctions</th>
<th>Awarding Body</th>
<th>Date of Award</th>
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<tbody>
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### Key and Relevant Academic Achievements

<table>
<thead>
<tr>
<th>Prizes or other academic distinctions. Provide any relevant additional information to that provided above.</th>
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</table>
Describe your PhD research. Include a brief description of your main findings and their impact and the research methods you used (up to 750 words).

Please describe any research training that you have received to date, for example, training courses in research methods (up to 250 words).
<table>
<thead>
<tr>
<th>Publications (short-listed candidates will be asked to bring copies of all peer-reviewed publications to the interview).</th>
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<tbody>
<tr>
<td>Presentations/posters at national or international conferences (indicate whether national or international).</td>
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</table>
Other Relevant Experience

<table>
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<tr>
<th>Please provide a brief description of any teaching experience you have had. You may include experience gained outside of medicine.</th>
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<tr>
<td>Please give examples and brief details of experience you have had of management or leadership.</td>
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</tbody>
</table>
**Aims, Career Objectives, and Commitment to a Career in Academic Medicine**

Please indicate your medium and long-term career goals in relation to an academic career.

If you are successful in gaining a NIHR Clinical Lectureship, please describe how you will manage the completion of your clinical training.
Please explain how the hosting research department will support your research aims and career objectives.

<table>
<thead>
<tr>
<th>Any further information relevant to an application for a NIHR Clinical Lectureship</th>
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</thead>
<tbody>
<tr>
<td>Please provide any further information that you feel is relevant to this application, in particular, areas that have not been covered elsewhere. Please state what skills and attributes you will bring to this position and how you meet the selection criteria.</td>
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<tr>
<td>Name:</td>
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<td>--------------------------------</td>
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<tr>
<td>Job Title:</td>
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<td>Telephone:</td>
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<tr>
<td>Email:</td>
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Contact details of at least two referees, one of whom should be able to comment on your suitability for a NIHR Clinical Lectureship.
2019 NIHR Clinical Lectureship Supplementary Question Guidance

In addition to the application form please ensure that you meet the criteria in the 2019 NIHR Clinical Lectureship Person Specification (Appendix 1) and eligibility criteria outlined in the main section of this document.

Academic Achievement and Professional Qualifications

University (ies) attended
Please provide the name of the university or universities that you have attended with dates where you gained your professional or academic qualifications. For each, please name the Department or School where you were based for your study.

Degree/Diplomas
Please provide all the qualifications that you have achieved, which you feel are relevant to your application for a NIHR Clinical Lectureship. Where a class or grade was associated with your qualification, please provide this information. The date and awarding body of your qualification(s) should also be provided. Please note that original certificates will be requested at interview.

Prizes or other academic distinctions
Please list any prizes or academic distinctions (maximum of six), which you have gained and provide the date of award and the awarding body for each.

Key and Relevant Academic Achievements

Prizes and other academic distinctions
This section gives you the opportunity to provide further detail about the prizes or distinctions you have achieved. Please select those that are relevant to your application for a NIHR Clinical Lectureship and briefly describe what you did in order to be recognised with a prize or distinction.

Describe your PhD research
This section gives you the opportunity to describe the research you completed for your PhD. Please include a brief description of your main findings and the impact these have had.

Examples of impact could include:

- Contribution of research to practice, diagnosis, treatment or management of patients;
- Contribution of research to the understanding of a disease process;
- Changes to a service (e.g. a referral pathway); and translation of a research finding or development into clinical practice (e.g. a diagnostic tool).

Please also give details of the research methods that you used. Please do not exceed the 750 word limit.

Research training received to date
This section provides you with the opportunity to give details about any other research training you have received to date. You only have 250 words; however, please give brief details of any training courses or projects that you have been involved in.
Publications
Please list all your publications. Please note that short-listed candidates will be required to provide copies of their peer-reviewed publications at interview.

Presentations/posters
Please provide details of any posters or presentations you have given at both national and international conferences. Please make it clear which are national and which are international.

Other Relevant Experience

Teaching experience
Please describe any experience you have of teaching and indicate where this is relevant to research. You may also include examples outside of medicine.

Management or leadership
Please give examples and brief details of the experience you have had of developing your management or leadership skills.

Aims, Career Objectives and Commitment to a Career in Academic Medicine

Medium and long-term career goals
Please indicate your medium and long-term goals in relation to academic medicine. You might wish to say what you are aiming to be doing in 5 and 10 years’ time.

Managing completion of clinical training
Please use this section to describe how you will manage the completion of your clinical training alongside your academic development. Please provide a timetable of your plans.

Support from Host Department
Please explain how the host department offering the NIHR Clinical Lectureship you have chosen will support your research aims and career objectives.

Any further information
Please use this section to provide information which might support your application that has not been covered elsewhere on the form. Please describe the skills and attributes that you feel you have which make you a suitable candidate for a NIHR Clinical Lectureship.