

ICA

HEE/NIHR Integrated Clinical Academic Programme
for non-medical healthcare professionals



Pre-doctoral Clinical Academic Fellowship Scheme

Information for Prospective Applicants

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The HEE/NIHR Pre-doctoral Clinical Academic Fellowship Scheme

The Health Education England (HEE)/National Institute for Health Research (NIHR) Pre-doctoral Clinical Academic Fellowship (PCAF) scheme offers Masters level academic training to registered non-medical healthcare professionals who wish to develop a clinical academic career. The PCAF is a two year award (or can be undertaken part-time over 30 or 40 months), during which the Fellow splits their time equally between clinical service and the academic training funded through the award.

Candidates may have had little formal academic training at the point of application, but should be able to demonstrate that they have outstanding potential for development as a future clinical academic leader.

The academic training supported through the award should be trainee-centred, but must include structured supervision to ensure the attainment of academic goals, and career mentorship from a senior clinical academic. The training should engage the Fellow in an environment that has a strong academic research record, and provide them with every opportunity to explore their research interests.

The completion of a formal academic qualification, such as a Masters degree, would be supported as part of the training plan if appropriate to the developmental needs of the applicant. The academic element of the award must also include the preparation of an application for a competitive, peer-reviewed doctoral level research training fellowship such as a HEE/NIHR Clinical Doctoral Research Fellowship.

Applicants who have completed either a Master's, an MPhil or an academic training position, and wish to use the Fellowship to develop a proposal for a Doctoral Fellowship are eligible to apply, providing that the additional research training is justified and appropriate.

Continued professional development is also expected of Pre-doctoral Clinical Academic Fellows.

Following completion of a PCAF, the Fellow should be able to demonstrate development of their clinical academic career and be in a position to apply for a PhD Fellowship. Fellows are also expected to show evidence of:

- Completion of the training proposed in the application;
- Preparation of an application for a competitive, peer-reviewed doctoral level research training fellowship;
- Increased research skills;
- Development of their research interests;
- Development of clinical academic networks

Evidence of the above will be sought by the NIHR through annual and final report monitoring.

HEE/NIHR ICA Programme Eligible Professions

Applicants to the HEE/NIHR ICA Programme must belong to one of the following healthcare professions **and** hold registration with the listed professional body/council by the proposed award start date:

Profession	Regulator with which applicants must hold registration/ register
AHP Professions: Art Therapist Podiatrist Dietitian Occupational Therapist Orthoptist Orthotist and Prosthetist Paramedic Physiotherapist Radiographer (diagnostic and therapeutic) Speech and Language Therapist Drama Therapist Music Therapist	Health and Care Professions Council
Chiropractor	General Chiropractic Council
Practitioner Psychologist	Health and Care Professions Council
Healthcare Scientists: Professionals that work in one of the following broad areas of practice, which together cover over 45 different professional specialisms: Life Sciences/Clinical Laboratory Sciences; Physiological Sciences; Clinical Bioinformatics; Physical Sciences (incorporating Medical Physics) and Clinical Engineering. These include clinical scientists, biomedical scientists, clinical physiologists and clinical technologists.	Health and Care Professions Council, or the Academy for Healthcare Science register: www.ahcs.ac.uk
Non-Medical Public Health Specialty Trainees, Specialists and Consultants	Specialty Trainees: Faculty of Public Health Specialists and Consultants: The UK Public Health Register
Nurse and Midwife: Nurse Midwife Health Visitor	Nursing and Midwifery Council
Operating Department Practitioner	Health and Care Professions Council
Optometrist and Dispensing Optician	General Optical Council
Osteopath	General Osteopathic Council
Pharmacy Professions: Pharmacist Pharmacy Technician	General Pharmaceutical Council
Wider Dental Team Professions: Dental Hygienist Dental Nurse Dental Therapist	General Dental Council

The range of professions that are eligible for support through the ICA Programme is determined by HEE. Prospective applicants holding NMC or HCPC registrations but not listed above should contact the NIHR TCC to discuss their eligibility further: tccawards@nihr.ac.uk.

Eligibility Requirements for the Pre-doctoral Clinical Academic Fellowship Scheme

- 1) Applicants must be graduate (post-degree) professionals from one of the healthcare professions listed in this document (*HEE/NIHR ICA Programme Eligible Professions*) **and** hold registration with the listed professional body/council by the proposed award start date.
- 2) Applicants must have at least one year's experience of professional, post-graduation, clinical practice at the point of application.
- 3) Applicants must be employed by a provider of health and/or care services that is providing at least 50% of its services free at the point of delivery. The applicant must also be spending at least 50% of their current role delivering health and/or care services which are free at the point of delivery.
- 4) Prospective applicants **must not** have registered for, or completed a PhD in a relevant subject area but can have completed a Master's degree or previous Master's level training.

All applicants must detail in their application how the proposed training plan will support their development as a clinical academic and how it meets their unique training needs.

Prospective applicants unsure of their eligibility should contact the NIHR at tccawards@nihr.ac.uk .

Available start dates for successful applicants are the **1st September, 1st October, 1st November or 1st December 2018**.

Fellowships cannot be deferred without the consent of the NIHR.

Scope of Pre-doctoral Clinical Academic Fellowship Employment Options

Whilst ALL applicants will require hosting by a HEI (an academic host) and by a provider of clinical services (a clinical host), one organisation must be identified as the employing institution that will host the Fellowship – referred to as the 'Employing Host Organisation'. This may or may not be the applicant's current employer. The Employing Host Organisation must provide the applicant with a contract of employment for the duration of the award.

The academic Host Organisation must be a recognised Higher Education Institute (HEI) based in England. The Clinical Host Organisation can be a NHS body based in England or any other English provider of health and/or social care services that is providing at least 50% of its services free at the point of delivery (for example, a commissioned social enterprise or local authority).

The proposed breakdown of clinical and academic commitments for the duration of the award will be 50:50. How the 50:50 split is arranged over the course of the award is flexible but must be clearly detailed in the application form.

Contract Scenarios

i) Clinical Host Organisation as the Employing Host Organisation

The Fellow is employed for the hours and duration of the Fellowship by the clinical host organisation. The breakdown of clinical and academic commitments for the duration of the award will be 50:50 and the clinical commitments within the PCAF will constitute the role dictated by the clinical employer.

The award “buys out” the Fellow’s time to enable completion of the academic training as detailed in the application.

ii) Academic Host Organisation as the Employing Host Organisation

The Fellow is employed for the hours and duration of the Fellowship by the academic host organisation. The breakdown of clinical and academic commitments for the duration of the award will be 50:50 and the clinical commitments within the PCAF will constitute the role dictated by the clinical host, with whom Fellows will hold an honorary contract.

The award supports the Fellow to complete the academic training as detailed in the application. The remaining 50% of the Fellow’s salary is paid by the clinical host to the HEI employer to cover the time working clinically during the award.

The Host Organisations are expected to show a commitment towards the objectives of the scheme; award holders must not be expected to undertake such teaching or administrative duties that would erode the time available to undertake the approved academic training plan or the Fellow’s clinical service role.

ICA PCAF applicants can undertake the award at:

- Full time: 100% WTE for 24 months; or
- Part-time: 80% WTE for 30 months; or
- Part-time: 60% WTE for 40 months.

Awards of any other duration or profile cannot be funded. Employment or activities undertaken in the remaining time outside of the PCAF are at the awardee’s own discretion and are not funded by the award.

Funding Arrangements for ICA Pre-doctoral Clinical Academic Fellowships

The ICA PCAF is awarded to successful applicants but the funding related to the award is managed by the Employing Host Organisation.

An ICA PCAF funds:

- Up to 50% of the award holder's salary (including the employer's contribution to National Insurance and Superannuation) to support the academic component of the Fellowship;
- A training and development programme appropriate for a PCAF (as detailed in the application) comprising
 - £5,000 towards Master's level training
 - £1,000 bursary for conference/meeting expenses; travel, subsistence and registration fees
 - £1,000 towards the cost of Supervision and Mentorship.

In addition, where applicants are proposing the completion of a full Master's degree as part of their training and development it is possible to request a supplement to cover the Masters course fee if over and above the £5,000 limit.

The Fellowship **does not** include, or pay for, any research costs or full economic costing.

Assessment of Applications

The PCAF review panel will assess all eligible applications (using the **Assessment Criteria** below).

Only one application to the HEE/ NIHR ICA Programme is permitted in each round. Multiple applications or applications at more than one level (e.g. PCAF/CDRF) will not be accepted.

ICA Pre-doctoral Clinical Academic Fellowships Assessment Criteria:

- the quality of the academic training;
- the provision of a strong academic environment;
- the appropriateness of the proposed academic supervision;
- the appropriateness of the proposed clinical academic career mentorship;
- the suitability and commitment of the applicant to a career as a clinical academic;
- the arrangements for ensuring protected time for the applicant to undertake the academic training proposed coupled with ensuring the continuation of clinical service;
- that the applicant will have a clinical post constituting 50% of their proposed Fellowship, which can include supporting clinical activities such as continuing professional development and administration;
- demonstrable track record of the host Academic Higher Education Institute (HEI) Department in training clinicians who have gone on to develop academic careers.

As part of the application process, the candidate is required to nominate two referees who can evidence their academic potential. Referees should be individuals who have had experience of the candidate in a research capacity and will be used by the PCAF review panel to support their assessment of the suitability and commitment of the applicant to a career as a clinical academic.

Anticipated Competition Timetable

Please note, the timetable below may be subject to change prior to the launch of the Round 1 competition. Prospective applicants are advised to refer to the PCAF webpages for up to date information and must ensure they are referring to the PCAF Round 1 Applicant Guidance Notes if starting an application.

Competition Stage	Key Dates
Competition Opens	February 2018
Competition Closes	April 2018
Funding Recommendation Meeting	June 2018
Start dates for awards	1st September 2018, 1st October 2018, 1st November 2018 or 1st December 2018