

The clinical academic training pathway

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Thank you to Karen Nugent my predecessor as Head of School who shared her slides from a previous presentation

Clinical Academic Careers Framework

HEE/NIHR Integrated Clinical Academic Programme *

(all healthcare professionals outside of doctors and dentists)

Proposal for five levels:

1. Internships (HEE funded and managed)
2. Masters (HEE funded/NIHR managed)
3. Clinical Doctoral Research Fellowship (HEE funded/NIHR managed)
4. Clinical Lectureships (HEE funded/NIHR managed)
5. Senior Clinical Lectureships (HEE funded/NIHR managed)

All trainees will be provided with mentorship opportunities and supervised to specific quality standards.

NIHR Integrated Academic Training Programme

(doctors and dentists)

1. Academic Clinical Fellows including In-Practice Fellows
2. Clinical Lecturers
3. Clinician Scientists

Externally funded fellowships are available outside of the IAT Programme (Funded by NIHR, MRC, Wellcome Trust etc) to provide research career development at doctoral and post-doctoral level.


(see Appendix B of HEE Clinical Academic Careers Framework for details)

Clinical Academic Careers Stakeholder Group (ICAP)
HEE Patient Advisory Forum (ICAP)
NIHR Dean Advisory Panel (IAT)

KEY:

 = HEE
funding/NIHR
management

 = DH
funding/NIHR
management

 = governance
mechanisms

* Previously Clinical Academic Training Programme


Health Education England

Clinical Academic Careers Framework:

A framework for optimising clinical academic careers across healthcare professions



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NIHR Integrated Academic Training Path for Doctors and Dentists

Reproduced from *Report of the Academic Careers Committee of Modernising Medical Careers and the UK Clinical Research Collaboration. Medically-and dentally-qualified academic staff: Recommendations for training the researchers and educators of the future.*
 London: 2005

Integrated academic training pathway for researchers.

INTEGRATED ACADEMIC TRAINING PATH CCT



Specialised (Academic) Foundation Programme – not NIHR funded

- Appointed to at the same time as the National Foundation School
- Currently local process is Wessex/KSS. Extremely competitivebut may change
- Approximately 450 specialist foundation academic posts in UK
 - 5% of the total number of foundation posts
- Research, Med Ed or Leadership
- Trainees may have either
 - a four-month placement in F2
 - day-release throughout the year
 - or a combination of the two
- 19 in Wessex all with a 4 month placement in year 2
 - 12 Research in Southampton & 3 Research Bournemouth
 - 3 Medical Education Southampton, 1 Med Ed Salisbury

NIHR Bid process

- Bids written by the University to NIHR for ACF and ACL posts
- Currently a 2 yearly rolling process
- Possible specialties in bid and finalized prior to recruitment (numbers)
- Consideration track record clinical and academic training and success, NIHR priorities (themes) and in competition with other academic/training partnerships
- 2024 10 ACF and 4 ACL
- 2025 9 ACF and 4ACL

NIHR Academic Clinical Fellowships (ACF)

- NIHR ACFs are specialty training posts that incorporate academic training.
- The duration of an ACF is for a maximum of 3 years (4 years for GPs).
- ACFs spend 75% of their time undertaking specialist clinical training and 25% undertaking research or educationalist training.
- ACFs should use this time to prepare to apply for a higher degree – this is counted as a success of the programme (may return to clinical practice before starting PhD).

Run-through

- All NIHR ACF posts are run through training posts in the specialty in which they are advertised, with the exception of Medical Education, which is not a GMC recognised specialty (can be in any specialty).
- For example, an NIHR ACF in neurology that recruits into ST1 Core Medical Training will run through into Neurology ST3 training in the third year of the NIHR ACF subject to satisfactory ARCP.

Recruitment is run through the deanery

- NIHR ACFs may be advertised in up to three GMC specialties, and at multiple specialty training levels equating to ST1, 2, 3, (or 4 in Emergency Medicine, Psychiatry or Paediatrics)
- Challenges of multi-specialty recruitment
 - Clinical (TPD) and academic representation
 - Independent chair
 - ? Second independent panel member
- Process on NIHR website
 - 2024 NIHR Academic Clinical Fellowships (Medical) Guidance for Recruitment and Appointment

NTN

- The Deanery will assign NIHR ACF trainees a national training number
- The trainee will be assigned the suffix of (a).
- A NTN(a) identifies an academic clinical trainee
- Not an additional number to the programme though
- When advertising post level at which advertised will determine when numbers will be required
- Shortlisting: appropriate to appointment to specialty
 - First section relevant medical/clinical experience

ACF duration

- 3 years
 - 2 years 3 months clinical
 - 9 months academic

- E.G. appointed at ST1 – at the end will progress to ST4

Academic-Clinical split

- Academic time can be organised in various ways including:
 - One day per week
 - One week in four
 - One month blocks
 - Three month block per year
 - Six month block in second year
 - One nine month block.
- The academic training time must fit in with clinical rotas and with the academic training capacity in the local programme.
- Arrangements regarding time splits must be agreed at a local level.
 - Involve TPD, Trust and Academic educational supervisor

Pay

- **What does NIHR pay for**
- The NIHR pays the NHS employer for the full basic (unbanded) salary costs of the trainee (for both clinical and academic elements), bursary for conference and travel, and the research training programme for NIHR ACFs.
- In addition, the NIHR provides financial support to the LETB for the management of the NIHR ACF programme.
- **Pay banding**
- This is negotiated locally with the Trust.

Employment

- Application via Oriel
- 2024 ACF Round 1
 - Application Window - 06/10/2023 to 01/11/2023
 - Interview Window - 06/11/2023 to 12/01/2024
 - Initial Offers Issued - 18/01/2024
- Applicants deemed appointable at the ACF interviews that does not hold an NTN/Deanery Reference Number (DRN) at the right level and in the associated clinical specialty will need to be assessed/interviewed through the relevant national clinical recruitment process for the specialty at the appropriate clinical level and deemed appointable in order to be formally appointed to the ACF post (benchmarking)
- NIHR ACFs are usually employed by an NHS Trust

Completion of clinical training

- ‘Progression to CCT is competency based not time based, so having time protected for academic training should not affect CCT date provided the required clinical competencies are met’.
- The NIHR ACF should not normally increase the training period so that a trainee undertaking three years of an NIHR ACF should progress clinically at the same rate as a clinical trainee undertaking three years of training. However, should additional time be required to complete CCT, trainees should consult their Postgraduate Dean or Postgraduate Dental Dean to agree a suitable date.

Progress

- **If trainee gets funding for a PhD – they go Out of Programme (OOPR) to do the higher degree**
- The NIHR ACF post will finish and the trainee will return to clinical training following completion of the PhD Fellowship.
- **If do not get funding or do not opt to continue in academic pathway – the trainee will return straight to clinical training**
- They will continue in run through training in the specialty in which the NIHR ACF post was advertised and run through to CCT (if ARCPs satisfactory).

NIHR Clinical Lectureships

- NIHR Clinical Lectureships (CL) represent the second substantive phase of integrated clinical and academic specialty training.
- The primary purpose of a CL is to provide a clinical and academic training environment for specialty trainees to further develop their **postdoctoral** research portfolios and establish themselves as independent researchers and leaders in their chosen field.
- Eligibility: Minimum ST3, but preferably >1 yr to CCT
 - **Must** have submitted MD/PhD at application, must be awarded before starting

Clinical lecturers

- NIHR CLs are specialty training posts that incorporate academic training.
- CLs spend 50% of their time undertaking specialist clinical training and 50% undertaking research or educationalist training.
- CLs are aimed at those who
 - are advanced in their specialty training,
 - have completed a research doctorate or equivalent
 - and show outstanding potential for continuing a career in academic medicine.
- The duration of a CL is for a maximum of 4 years or until CCT is reached, whichever is sooner. Alongside clinical training, CLs will be able to develop their academic skills and will be encouraged to apply for funding to support further postdoctoral or educationalist training.

2023 recruitment

- Run through the University
- 2023 NIHR CL recruitment window opens on 1 March 2023 and closes on 1 September 2024
- Candidates for the 2023 NIHR CLs must not commence in post before 1 April 2023 and must be active in post no later than 1 September 2024
- All competition posts between specialties for 2024!
- Matched local ACL opportunities
 - Benefits for the partnership

50:50 split

- Academic training time must fit in with clinical rotas and with the other academic trainees in local programmes.

Academic time can be organised in various ways including:

- 2 ½ days per week;
- Monthly or yearly blocks.
- Best time to “reset” CCT (if required) is at first ARCP post ACL appointment

Pay

- **What does NIHR pay for?**
The NIHR pays the university employer for the full salary costs of the trainee (for both clinical and academic elements), bursary for conference and travel.
- In addition, the NIHR provides financial support to the HEE Local Office for the management of the NIHR CL programme. NIHR also provides support for the Academy of Medical Sciences Mentorship and Outreach Scheme and the NIHR Trainees Leadership Programme. Both are available to NIHR CLs.

Banding

This is negotiated locally with the Trust.

Contract

- **Employment contract**

NIHR CLs are usually employed by a University; however NIHR CLs may remain (honorary) employees of a NHS Trust.

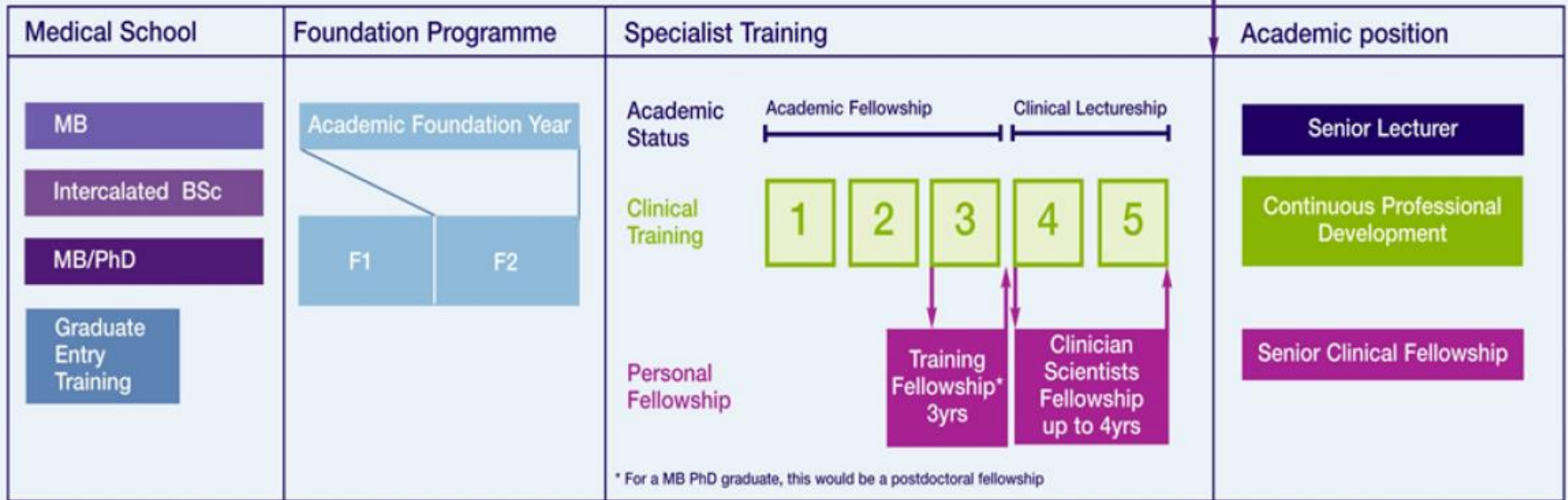
Honorary contract with the University

The university must ensure access to the university facilities eg: libraries, IT support, and training and support with research governance.

Honorary contract with the Trust

Trainee must hold an honorary contract in the NHS Trusts in which they work, both for seeing patients, for pay progression and for recognition of continuous service in the NHS.

INTEGRATED ACADEMIC TRAINING PATH CCT



Other academic routes

- Self funded OOPR to undertake a degree
- CRN fellowships
 - 27 in this region
 - Funded 50% by CRN (mixed with a variety of other sources)
 - Primarily to help recruit to trials
 - 75% undertake a higher degree
 - Mostly OOPE

Issues

- Academic posts are run through - the higher part of the programme must keep a space for the trainee to progress into – and manage their return (Plus or minus OOPR)
- ARCP requirements have an additional academic form
- **Trusts and university must work together to manage the clinical / academic split**
- ACF only have 9 months to get pilot data to apply for PhD funding
- CL – can slot share although they are supernummery
- LTFT is difficult as a three way split
 - For ACF maximum 5 years (still 25% academic)
 - For ACL minimum 0.66WTE (50% academic; 0.33 & 0.33 min)
- Maternity / paternity / sickness rights if changing contract

SoCATS

- Southampton Clinical Academic Training Scheme
- SoCATS has a Board whose purpose is to oversee the academic support provided to NIHR funded clinical academic trainees from HEE Wessex and the University of Southampton.
- Website (useful information and links)
- Board
 - IAT leads (RIC and Elaine Dennison)
 - ACF and ACL leads (Malcolm West and Ryan Buchanan)
 - SFP lead (Chrissie Jones)
 - Faculty research manager (Matt Coleman) and senior administrator (Silvi Austin)
 - Trainee representatives
- Annual academic assessments for ARCP

Support

- Interview all academic trainees
 - ACF and CL
- Aim to trace and track (+ interview) all OOPR
- Link with CRN to offer opportunities and support these trainees
- Manage their return to programme
- Transition to Associate Professor
 - Needs both Univ and Trust agreement to create posts- may take a few years (CCT)
 - Openly advertised and competitive recruitment
 - Senior Fellowship or Clinician Scientist important markers

Questions

