School for Primary Care Research

November 2020

Nicola Melody
NIHR Academy
Established in 2006 as a vehicle for implementing Government’s strategy for applied health research
£1b annual spend

Vision
To improve the health and wealth of the nation through research
NIHR Academy: Research Capacity Development

NIHR Academy provides training and career development awards in order to:

• Build a leading health and social care Research Faculty.

• Develop research careers, research leaders and collaborators.

There are a large range of awards available at different levels and to suit different work arrangements, types of professional backgrounds and career paths.

• NIHR’s training offer was reviewed and relaunched in 2018 following the NIHR’s Strategic Review of Training
Key Changes

• Amalgamation and simplification of existing schemes.
• 2 rounds per year for Doctoral and Advanced Fellowships
• Doctoral and Advanced Fellowships have now moved to a single stage application
• Advanced Fellowship will cover up to 40% clinical time for all clinical applicants.
• Options for partnership with charities and industry.
• Increased flexibility for part-time fellowships (50% to 100% options).
• Limits on number of times a reapplication can be made.
NIHR RESEARCH CAREER PATHWAYS

PRE-DOCTORAL
- Pre-Doctoral Fellowship

DOCTORAL
- Doctoral Fellowship

POST-DOCTORAL (EARLY)
- Advanced Fellowship
- Development & Skills Enhancement Award

POST-DOCTORAL (SENIOR)
- Research Professorship

CHAIR

FELLOWSHIPS FOR ALL
- NIHR Fellowships, NIHR Research Professorships and other awards

HEALTHCARE PROFESSIONALS (NON-DOCTORS/DENTISTS)
- HEE/NIHR Integrated Clinical Academic Programme

- HEE/NIHR Pre-doctoral Clinical Academic Fellowship
- HEE/NIHR Clinical Doctoral Research Fellowship
- HEE/NIHR Clinical Lectureship
- HEE/NIHR Senior Clinical Lectureship

DOCTORS AND DENTISTS
- NIHR Integrated Academic Training Programme

- In-Practice Fellowship
- Academic Clinical Fellowship
- Clinical Lectureship

RESEARCH TRAINING FOR ALL
- Through NIHR Infrastructure & Schools

- Biomedical Research Centres
- Applied Research Collaborations
- Patient Safety Translation Research Centres
- NIHR Schools
HEE/NIHR Integrated Clinical Academic Programme

- Launched in 2015
- The ICA Programme is open all statutorily registered healthcare professionals (excluding doctors and dentists)
- Development of individuals and careers

Combine clinical research and research leadership

-with-

Continued clinical practice and clinical development
# HEE/NIHR Integrated Clinical Academic Programme

## Eligible Professions

<table>
<thead>
<tr>
<th>HCPC Registered Professions</th>
<th>Healthcare Scientists</th>
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<tbody>
<tr>
<td>Art Therapist</td>
<td>Chiropractor</td>
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<tr>
<td>Dietitian</td>
<td><strong>Non-Medical Public Health</strong></td>
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<tr>
<td>Drama Therapist</td>
<td>Specialty Trainees</td>
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<tr>
<td>Music Therapist</td>
<td>Specialists</td>
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<tr>
<td>Occupational Therapist</td>
<td>Consultants</td>
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<tr>
<td>Operating Department Practitioner</td>
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<tr>
<td>Orthoptist</td>
<td><strong>Optometrist and Dispensing Optician</strong></td>
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<td>Orthotist and Prosthetists</td>
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<tr>
<td>Paramedic</td>
<td><strong>Osteopath</strong></td>
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<tr>
<td>Physiotherapist</td>
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<tr>
<td>Podiatrist</td>
<td><strong>Pharmacy Professions:</strong></td>
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<tr>
<td>Practitioner Psychologist</td>
<td>Pharmacist</td>
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<tr>
<td>Radiographer (diagnostic and therapeutic)</td>
<td>Pharmacy technician</td>
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<td>Speech and language therapist</td>
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<td><strong>Social Workers</strong></td>
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<td>Wider Dental Team Professions:</td>
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<td></td>
<td>Dental hygienist</td>
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<td>Dental nurse</td>
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<td>Dental therapist</td>
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<tr>
<th>Health Visitors</th>
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<tbody>
<tr>
<td>Midwives</td>
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<tr>
<td>Nurses</td>
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Remit

• The overall remit of the NIHR is early translational (experimental medicine), clinical and applied health research, including social care research.

• For personal doctoral-level awards the proposal:
  ➢ must be for clinical and applied health research, including social care research
  ➢ must have clear potential for directly benefitting patients and the public (but recognising the training element of the research)
  ➢ can involve: patients; samples or data from patients; people who are not patients; populations; health technology assessment; or health services research
  ➢ Early translational research is funded through NIHR infrastructure.

• For Advanced Fellowships, early translational (experimental medicine) research is within remit. A clear and plausible path to patient or public benefit must, however, be demonstrable.

• NIHR does not support basic research or work involving animals or their tissue.

• NIHR will also support educational research and methodological research provided it has potential for practical application and the impact on patients and the public is clear.

• A full remit statement is on the NIHR website.
Pre-doctoral Fellowship

• Fellowship designed to support people at early career stage looking to **develop a career in research methods**:
  – Completion of a broad masters level (or full masters) training programme, to be in a strong position to go into a range of further health research related roles, e.g. applied statistician in a CTU.
  – Completion of a masters level training programme specifically designed to support the applicant to undertake a future PhD.
• Covers; medical statistics, health economics, clinical trial design, operational research, modelling, bioinformatics, qualitative research, mixed methods.

**Funding and support**

- **1-2 years WTE (between 50 and 100% WTE)**
- **Funding for salary, training and development up to £5,000 and supervision up to £1,000**
- **Masters fees (UK standard cost)**

*Our website includes a list of supervisors to help applicants find potential suitable hosts*

*Launches annually in January*
Pre-doctoral Clinical Academic Fellowship (PCAF)

- Funding to support submission of a competitive Doctoral Fellowship application whilst undertaking research training
- Composed of 2 distinct funding offers allowing applicants to indicate the level of support most appropriate for their individual requirements:

<table>
<thead>
<tr>
<th>“Standard PCAF”</th>
<th>“PCAF Bridge”</th>
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<tbody>
<tr>
<td>(Full time for 12 months, Part-time over 24 months or 30 months)</td>
<td>(4 days per week for 6 months or 2 days per week for 12 months)</td>
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<tr>
<td>➢ salary costs (time undertaking the Fellowship)</td>
<td>➢ salary costs (time undertaking the Fellowship)</td>
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<tr>
<td>➢ up to £5,000 towards Master’s level training</td>
<td>➢ up to £400 for formal courses</td>
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<tr>
<td>➢ up to £1,000 for conference/meeting fees and associated travel and subsistence</td>
<td>➢ up to £500 for conference/meeting fees and associated travel and subsistence</td>
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<tr>
<td>➢ up to £1000 Supervision and Mentorship costs</td>
<td>➢ Up to £500 supervision and Mentorship costs</td>
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Launches annually in January
Doctoral Fellowship

• Fellowship to undertake a PhD
• Majority of funding awarded in response mode with minor proportion to NIHR Academy Strategic Themes
• Open to clinical and non-clinical applicants

Funding and support
¬ 3 years WTE (between 50 and 100% WTE)
¬ PhD fees (UK Standard)
¬ Funding for salary, research costs and training and development
¬ 20% of time can be clinical

Assessment criteria
¬ Commitment and potential to develop a future health research career
¬ High quality research and training programme suitable for a PhD
¬ Support from supervisory team and host organisation

Launches twice annually in April and October
HEE/NIHR Integrated Clinical Academic Programme

Clinical Doctoral Research Fellowship

- PhD research whilst developing clinical skills
- Based at English NHS trust, other health care organisation or HEI
- Min 1 year clinical experience and current statutory registration
- Need for both a good academic and clinical supervisor
- Open to non-medical health professionals

Funding and support

- Salary
- PhD tuition fees
- Funding research, training & development costs
- Funding levels- 100% NHS, 80% HEI except training & development @100%
- 3 years FT (with part-time options)

Launches annually in March
Advanced Fellowship

• Fellowship designed to support the following points at post-doctoral level:
  – Early post-doc career following award of PhD
  – Establishment of independence
  – Transition or return from a career break

• Majority of funding awarded in response mode with minor proportion to NIHR Academy Strategic Themes

• Open to clinical and non-clinical applicants

Funding and support

➢ 2-5 years WTE (between 50 and 100% WTE)
➢ Funding for salary, research costs and training and development; support post
➢ Up to 40% clinical time
➢ Can to apply for 2 sequential Fellowships up to a total of 8 years

Assessment criteria

➢ Trajectory relevant to career stage and background
➢ High quality research and training programme
➢ Support from mentorship team and host organisation

Launches twice annually in April and October
NIHR Research Professorships

- To fund leaders in Translational Research
- By nomination only.
- 5 years funding (salary, 3 support posts, research and leadership training costs)

**Nominee:**

- Less than 5 years as a Reader/Senior Lecturer/Fellow/Clinician Scientist/Group Leader
- Those at/close to the **Professorial level** should be on course to qualify for a Professorship within the coming years or recently have been appointed as a Professor.
- Nominees should not already be established leaders in their field, but be on an upward trajectory to become leaders during/after the period of the award.

Global Health professorships

**Launches annually in September**
HEE/NIHR Integrated Clinical Academic Programme - Clinical and Senior Clinical Lectureship

- Post-doctoral awards for ICA eligible professions
- Early post doc- Clinical Lectureship
- Establishing independence – Senior Clinical Lectureship
- Requires support from a partnership of a HEI and an NHS trust, which must both commit to support the applicant post award
- Up to 50% of salary plus research, training and development costs

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<tr>
<th>Clinical Lectureship</th>
<th>Senior Clinical Lectureship</th>
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<tr>
<td>3 year (with part-time options)</td>
<td>Senior (pre-Chair) 5 year award for clinical practice and academic research (50:50, 40:60, 60:40)</td>
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<tr>
<td>Post-doctoral award for clinical practice and academic research (50:50, 40:60, 60:40)</td>
<td>More experienced both clinically and academically</td>
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<td>May have several years of post-doctoral research experience but not yet be established as an independent clinical academic researcher.</td>
<td>May already be established as independent clinical academic researchers but not yet recognised as a leader in their field</td>
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Launches annually in March
Application Process

Application Window
- ~2.5 months
- Eligibility checking by NIHR

Selection Committee Review
- 3 selection committee members review each application (~Month 3)

Shortlisting Meeting
- Chairs and Deputies review to discuss the scores and shortlist for peer review (~Month 5)

Recommendations sent to DHSC (~Month 9/10)

Interviews
- 5 minute presentation and ~25-30 minute questions.
- SC recommend which applications should be funded (~Month 9)

Peer Review (Post-doc)
- Applications sent for external expert peer review (~Month 6)
- Chairs and Deputies meet to discuss scores and shortlist for interview

Outcomes

Award start
(From month 12)

Outcomes

Award start
(From month 12)
Pre-application advice

• Know the process and the remit:
  o Look at the website
  o Read the guidance
  o Contact the NIHR Academy with any queries
  o Talk to the NIHR Research Design Service
  o Don’t add PPI as an afterthought!

• Know your audience:
  o Look up previous award holders, Selection Committees, funded research

• Talk, talk, talk, before you submit:
  o Supervisors, current awards holders, methodological experts, collaborators, mentors, research finance office, colleagues etc.
Common Weaknesses

- **Remit**: Failure to show research important to NHS, benefits patients and/or public

- **Clarity & Details**: Research questions not clear; don’t show the relevance of the aims and objectives; not enough detail and depth

- **Applicant**: Person not quite experienced enough for level they are applying (research outputs, independence, etc.); not *your* project

- **Support**: Host and Supervisors not providing a strong enough statement of support or poorly articulating supervisory experience.

- **Training**: Programme too generic and not suited/specific to the applicant’s needs and project; too centred around host organisation
Contact the NIHR Academy

Tel: 0113 532 8444

Email: academy-awards@nihr.ac.uk

Website: https://www.nihr.ac.uk/explore-nihr/academy-programmes/fellowship-programme.htm

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Thank you