Annex 8

Workforce

This annex describes the career structures that have been developed to increase the research capacity of the Health Service by developing an expert workforce to support all aspects of clinical research.

	England	Northern Ireland	Scotland	Wales
Implemented the recommendations regarding the Integrated Academic Training Pathway for doctors and dentists made in the Walport report http://www.ukcrc.org/index.aspx?o=2303	Yes	Yes	Yes Development of the Scottish Clinical Research Excellence Development Scheme (SCREDS)	Yes
Training scheme for new entrants into specialised training	NIHR Academic Clinical Fellowships (ACFs)	Academic Clinical Fellowships and GP Academic & Research Training Scheme (GPARTS)	NHS Education for Scotland (NES) Medical Clinical Lectureships	Welsh Clinical Academic Training (W-CAT)
Point of entry	May be at up to 4 different levels equating to ST1, 2, 3, and/or 4 (for Psychiatry and Paediatrics)	Post F2	Any point of speciality training	F2 and Post F2
Number of fellowships awarded annually	Approx 250 ACFs	8 ACFs & 1 GPARTS	125	5-10 fellowships offered/year (30 fellowships offered so far over the past 4 years; funding planned for a further 20 traineeships, with a possibility of recycling these to produce up to 100

	England	Northern Ireland	Scotland	Wales
				new breed of senior clinical academics over the next 10-15 years)
Funding provided by scheme	100%: 75% funds clinical time; 25% of funding to allow time protected for academic component	25% of funding to allow time protected for academic component. 50% for GPARTS	80% clinical time, 20% research	overall 60% clinical time, 40% research
Time period	3 years or 4 years for GPs	3 years or 2 years for GPs	Until achievement of a CCT or until decision to return to non research speciality registrar placement	8 years or until achievement of a CCT or a decision to return to non research speciality registrar placement
Academic component	Includes preparation of an application for competitive peer-reviewed training fellowship	Research training often leading to MPhil for GPARTS	Prepare for competitive entry to a peer-reviewed Fellowship leading to PhD/MD which will be embedded within Clinical Lectureship period	Prepare for competitive entry to a peer-reviewed Fellowship leading to PhD which will be embedded within Clinical Lectureship period
Educational training option included in programme?	Yes	No	Yes, Additional Cost of Teaching (ACT) funded Clinical Teaching Fellowships	Yes
Training scheme for doctors/ dentists who are yet to complete a higher degree and have completed specialist clinical training	NIHR Clinical Lectureships	N/A	No separate scheme – individuals completing higher degree will return to original Clinical Lectureship until completion of CCT	No separate scheme – individuals completing higher degree will return to original Clinical Lectureship until completion of CCT

	England	Northern Ireland	Scotland	Wales
Number awarded annually	100	N/A	N/A	N/A
Time period	4 years max	N/A	N/A	N/A
Funding provided by scheme	100% of salary	N/A	N/A	N/A
Academic component	50% Academic at Postdoctoral level; 50% Clinical time also funded	N/A	N/A	N/A
Educational component available	Yes	N/A	N/A	N/A
End of phase marked by	Completion of CCT and period of postdoctoral training	N/A	Completion of CCT	Completion of CCT
Training scheme for doctors/ dentists at Senior Lecturer level	Higher Education Funding Council for England (HEFCE) Clinical Senior Lectureships	N/A	Scottish Senior Clinical Fellowships funded by the Scottish Funding Council	Clinical Senior Lecturers
Number awarded annually	Approx 40	N/A	4	To be agreed
Length of award	5 years	N/A	4 years leading to permanent academic appointment	To be agreed. Likely to be 4 years
Academic training pathway for nurses, midwives, allied health professionals (AHPs) and Healthcare Scientists (HCS)	Clinical Academic Training (CAT) pathway for nurses, midwives, AHPs and HCS.	An initiative parallel to the NIHR CAT pathway is underway in Northern Ireland	N/A	Post registration career framework RCBC

	England	Northern Ireland	Scotland	Wales
Source of funding	NIHR and the Chief Nursing Officer for England, in collaboration with ESRC and HEFCE	HSC R&D	N/A	Local health Boards RCBC
Implementation of academic career pathway for nurses, midwives, AHPs, and HCS	Implementation group formed August 2008 to develop the application processes for the schemes.	A CAT Pathway Project Board and Project Team have been constituted.	Established since 2006	Implementation group commissioned January 2012
Training scheme for graduate NMAHPs	Masters in Research or Masters in Clinical Research. Seven institutions throughout England awarded funding for Masters programmes beginning Sept/Oct 2009.	To be developed at part of the CAT Pathway Project	N/A	Masters in Clinical Practice Masters in Professional Practice
Postgraduate Training Scheme for NMAHPs	NIHR Clinical Doctoral Research Fellowship (NIHR C-DRF)	To be developed at part of the CAT Pathway Project	NMAHPS are eligible to apply for CSO Doctoral Fellowships in Health Services and Health of the Public Research	Local Health Board leadership programmes Higher Education Institution programmes RCBC NISHA Fellowship
Post doctorate Training Scheme for NMAHPs	NIHR/CNO Clinical Lectureship Award	To be developed at part of the CAT Pathway Project	NMAHPS are eligible to apply for CSO PostDoctoral Fellowships in Health Services and Health of the Public Research	RCBC
Senior Academic Clinical Lectureship	CAT Senior Clinical Lectureships HEFCE funded Lectureship Awards	To be developed at part of the CAT Pathway Project	N/A	NISCHR AHSC Senior Clinical Fellowships

	England	Northern Ireland	Scotland	Wales
	- 12 awards over 3 years			