



# HEE/NIHR ICA Programme Post-Doctoral Bridging Awards



University of Kent  
Centre for Health Services Studies  
Guidance Notes  
2020-21

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## Information for Applicants for the 2020/21 Post-Doctoral Bridging Awards at the University of Kent

This information is intended for practitioners interested in applying for the Health Education England/National Institute of Health Research Integrated Clinical Academic Programme (HEE/NIHR ICAP) Post-Doctoral Bridging Awards run by HEE's local team in Kent, Surrey and Sussex which will be based at the University of Kent (Canterbury). This information covers the following areas:

Section 1 – Health Education England (HEE) Background

Section 2 – Background of HEE/NIHR ICAP

Section 3 – The HEE NIHR ICAP Post-Doctoral Bridging Awards  
2020/21 at the University of Kent

Section 4 – Applying for the HEE/NIHR ICAP Post-Doctoral Bridging  
Award

Section 5 – Further information

### Section 1 – HEE Background

HEE is committed to supporting the delivery of high quality healthcare by ensuring that the workforce has the right skills, values and behaviours, and by ensuring that the right numbers of staff are available at the right time and in the right place. HEE will achieve this by focussing on outcomes, using financial levers and leadership influence to help drive real improvements in workforce planning, education and training.

The Mandate from the Government to HEE: April 2016 - March 2017 continues to stress the importance of research, with objectives to “develop a workforce that embraces research and innovation” and “to support clinical academic careers for health professionals.”

HEE's [Research and Innovation Strategy](#) was published in September 2014, and includes an objective to develop a multi-professional [Clinical Academic Careers Framework](#) for patient benefit.

The HEE [Clinical Academic Careers Stakeholder Group](#) (CACSG) set the strategic direction and landscape for delivery of the Clinical Academic Careers Framework, including oversight of delivery of the HEE/NIHR Integrated Clinical Academic (ICA) Programme for statutory registered non-medical healthcare professions. CACSG also takes account of progress on the Integrated Academic Training (IAT) programme (for doctors and dentists) administered by the National Institute for Health Research (NIHR) and funded by DH.

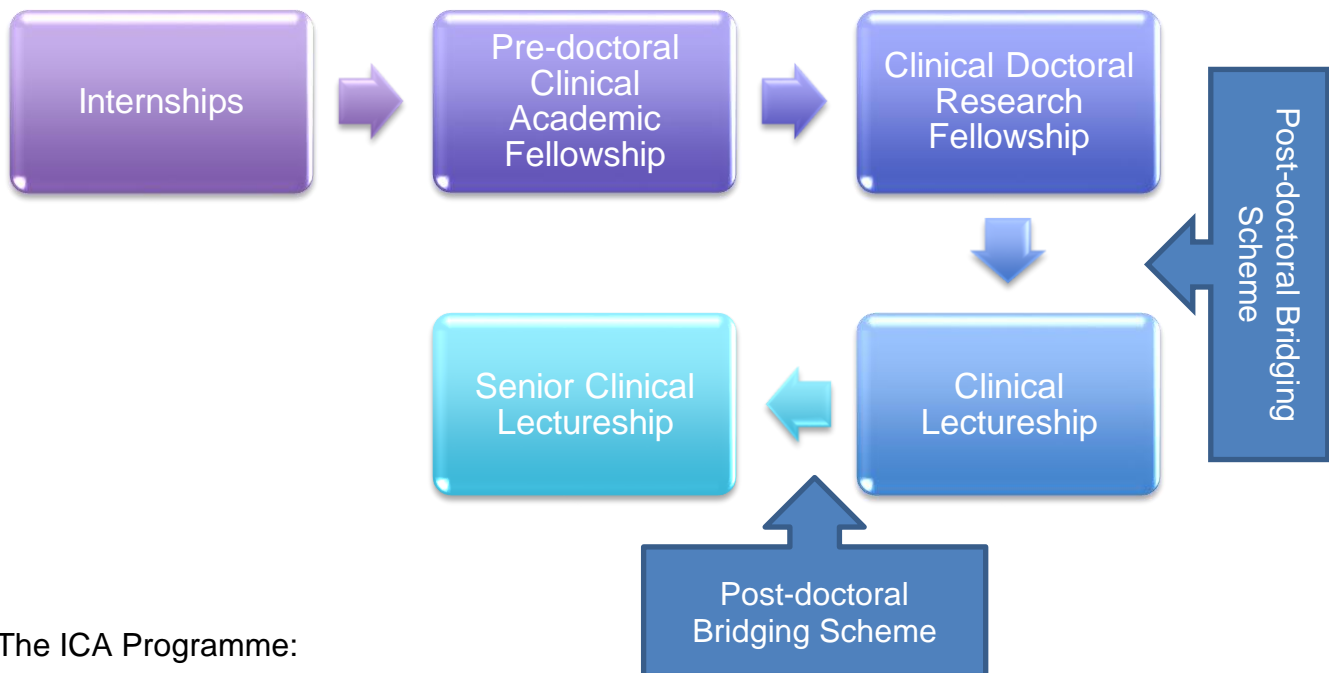
Clinical Academic Careers will also play a considerable role in meeting HEE's responsibilities in the [Shape of Training](#) and [Shape of Caring](#) reviews, where the ability to research, engage in critical enquiry and implement research findings in every day practice is recognised.

## Section 2 – Background of HEE/NIHR ICAP

The HEE/NIHR Integrated Clinical Academic (ICA) Programme was launched in March 2015 and streamlines the previous training programmes (making best use of money for improved patient benefit) into one programme which contains five schemes at different levels, plus a mentorship scheme:

- Internships;
- Pre-doctoral Clinical Academic Fellowship (PCAF);
- Clinical Doctoral Research Fellowship (CDRF);
- Clinical Lectureship (CL); and
- Senior Clinical Lectureship (SCL).

The proposed **ICAP Post-Doctoral Bridging Scheme** falls within the new pathway:



The ICA Programme:

- supports all registered non-medical healthcare professionals committed to developing careers that combine research and continued clinical practice;
- supports the provision of a comprehensive clinical academic career structure;
- is fully integrated with clinical practice and/or post registration training;
- supports research training from early to advanced levels;
- has flexible entry and exit points;
- where possible, is trainee centred; and
- focuses on research within the remit of the NIHR and HEE.

### 2.1 What is the NIHR?

The National Institute for Health Research (NIHR) offers competitive research training awards to healthcare practitioners who wish to develop their research skills and carry out research for the benefit of patient care. NIHR have a number of training awards, which are intended to increase research capacity in the NHS to improve health and healthcare, by developing practitioners with

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the potential and aspiration to become leading clinical academics and independent researchers of the future.

### 2.2 What is the aim of the ICAP?

The HEE Integrated Clinical Academic (ICA) Programme is intended to support practitioners who wish to apply for an NIHR award (Pre-doctoral Clinical Academic Fellowship, Clinical Doctoral Research Fellowship, Clinical Lectureship or Senior Clinical Lectureship or to provide an opportunity for applicants to work in a research group (as a normal member or principal investigator) that submits an application for an external research funding award.

#### **The overarching aim of the ICAP Post-Doctoral Bridging Scheme is:**

To foster and expand skills in evidence based practice in research capability / capacity within the NHS.

The specific aims are to:

- Enable awardees to develop skills in higher-level reflection in relation to research based upon their discipline.
- Provide academic supervision and facilitate clinical mentorship to awardees to undertake research that builds upon a culture of critical evaluation and enquiry in relation to their health services setting.
- Develop opportunity for self-directed research and reflection.
- Consolidate post-doctoral awardees academic training and development whilst supporting them in balancing their clinical service, and assisting them with developing an application for the Clinical Lectureship or Senior Clinical Lectureship

### 2.3 What is HEE's KSS local team's role?

HEE has a statutory responsibility to promote research (Health & Social Care Act 2012, HEE Directions 2013) and the Mandate from the Government to HEE (April 2014 to March 2015) requires HEE to 'develop a more flexible workforce that is able to respond to the changing patterns of service and embraces research and innovation to enable it to adapt to the changing demands of public health, healthcare and care services.'

In 2020/21 the HEE/NIHR ICA Programme Post-Doctoral Bridging Awards will again be offered at the University of Kent.

## **Section 3 – The HEE NIHR ICAP Post-Doctoral Bridging Awards 2020/21 at the University of Kent**

### **3.1 How will the programme be delivered at the University of Kent?**

The post-doctoral award holders will receive a bespoke training opportunity to foster innovative and independent thinking providing each awardee with a specialist skills set that is identified in consultation with their academic supervisor and clinical mentor. The post-doctoral awardees will have a range of extra support to attract, develop and retain them as future clinical academic leaders in research, and will therefore be in a position to apply for Clinical and Senior Clinical Lectureships.

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*Post-doctoral support will include the following:*

1. Support for up to 12 months, which will be flexible in terms of WTE to accommodate awardee's needs, taking into account the need to balance clinical service and academic training and development.
2. Provide training and support for individuals on the scheme, being primarily awardee led and bespoke to their training needs.
3. Allow for award holders to be supported in applying for further post-doctoral level fellowship funding to progress their clinical academic career.
4. Access online resources for HEE/NIHR ICA Mentorship Scheme.
5. Supporting awardees through their organisation(s) both in their clinical and academic development via access to a suitable academic supervisor or clinical mentor.
6. Up to £900 will be available to pay for additional training modules, travel and access to high quality academic supervision.
7. An allocated budget for salary backfill for time to develop the application and peruse academic activities related to their application.

**Please note, due to the Covid-19 pandemic the programme will be delivered using a blended approach of online and face-to-face learning, to be determined**

## **3.2 How much will I be awarded?**

A successful intern will be awarded funding from HEE to support 45 hours of salary backfill costs, NHS mentorship, academic supervision, workshop attendance and other study time to be used over 12 months. Up to £900 will be available to pay for additional training modules, travel and access to high quality academic supervision. The amount of funding will be allocated on an individual basis and decided by the interview panel following the interview. Each intern may be awarded a maximum of £2160.

## **3.3 When does the programme start and finish?**

The bridging programme at the University of Kent will run from October 2020 to September 2021.

## **3.4 How much study time will I receive?**

Each intern may spend up to £1260 of the funding to backfill their post plus £900 towards training (in total each will receive £2160), the rest will be spent on clinical mentorship, academic supervision time, workshop attendance and study time. In addition, you will meet with your academic supervisor at least once a month over the bridging programme to discuss your research activity. It will also help if you set aside some of your own time for independent research throughout the bridging programme which, depending upon your personal development needs, help with identifying how you would expect to address those needs throughout the programme.

## **3.5 Who employs me whilst I am on the programme?**

There is no need for your employer to change. It is your employer who will be reimbursed for any salary costs.

## **3.6 My employer allows me to work shifts. Can I do the bridging programme in my own time while working shifts?**

Yes, you can adopt a working pattern that is flexible and works for you. However, if your employer requires you to work shift patterns without releasing you from work commitments for the bridging programme, then your employer cannot claim salary backfill. HEE cannot pay post-doctoral awardees for doing the bridging programme in their personal time.

### 3.7 What will I be doing on the programme?

You will be part of a small cohort of up to 4 practitioners on the bridging programme. The key outputs for post-doctoral awardees will involve the development of a Clinical Lectureship/ Senior Clinical Lectureship application. The specific activities will include:

- attendance of formal courses
- visits to other national centres of research excellence
- personal coaching and mentorship with experienced researchers
- informal learning and access to relevant workshops
- shadowing clinical academics within their area of expertise
- exposure to scientific committees and decision making boards such as NIHR or the Wellcome Trust
- an academic publication based on development or new thinking in relation to their research area of interest
- experience of contributing to a School's academic activities including one of the following: delivering a one-off guest lecture to undergraduates or postgraduates; providing student dissertation supervision; marking a dissertation or hosting a student placement in the NHS

### 3.8 What can I expect to achieve by the end of the programme?

By the end of the programme you will have:

- developed awareness, understanding and capacity in the specific roles and responsibilities of a clinical health-related researcher and enhanced understanding of how to effectively participate in these roles and responsibilities.
- gained an understanding of the nature of Universities and Hospital Trusts as places of research and their associated values, routines and cultures.
- further developed and refined your skills and professional capacity for research in your interest area, including those skills involved in research development, design and implementation.
- demonstrated your ability to plan, implement, and evaluate effective research projects within the NHS setting.
- demonstrated your ability to assess and report on research outcomes.
- demonstrated an understanding of professional and ethical practice.
- developed an awareness of other people in the research community whose work supports the researcher, and their roles and responsibilities, for example, R&D departments, Faculty academic managers and Financial budget managers.

### 3.9 While I want to develop my research skills, I also want to stay in clinical practice and develop my clinical skills. Is this the right scheme for me?

The HEE/NIHR clinical academic career is designed to both develop you as a practitioner and as a researcher. This post-doctoral stage of the integrated clinical academic programme focuses on developing and funding both clinical and research development.

### 3.10 How does the bridging programme fit within my current clinical practice?

The bridging programme should be fully integrated and aligned with your current clinical practice. The days you study on the bridging programme will be spread across the duration of the programme and will depend on what learning opportunities you choose

### 3.11 I'm already on a Fellowship – can I apply for a post-doctoral award to get funding?

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No, the bridging programme is designed to support staff to start a programme of study and not for those already on a programme.

## Section 4 – Applying for the HEE/NIHR ICAP Post-Doctoral Bridging Award

### 4.1 Which professional groups can apply?

A list of who are able to apply for the bridging programme can be found on the HEE website.

<https://www.nihr.ac.uk/documents/heenih-ica-programme-eligible-professions-and-regulators/12204>

### 4.2 I am looking for funding to support my research study. Am I eligible to apply for the bridging programme?

No. The bridging is designed to support staff to complete the programme and is not intended to fund costs of research studies.

### 4.3 I don't work for the NHS. Am I eligible to apply for the bridging programme?

No. The bridging programme is for staff working in a NHS Trust or practice setting in England that receives funding, in whole or part, from the Department of Health/NHS.

### 4.4 I work in a role that is part-funded by the NHS. Am I eligible to apply for the bridging programme?

You will need to be working at least half your sessions for the NHS to qualify for the bridging programme. You will also need to be registered with the professional body relevant to your profession.

### 4.5 I don't work in Kent, Surrey or Sussex. Am I eligible to apply for the bridging programme?

No; however, the bridging programme is provided by other local area teams in HEE for staff working in their area.

### 4.6 What will the bridging programme involve at the University of Kent?

The programme will include:

- Personal support from a named clinical mentor in an NHS organisation/ academic supervisor at an HEI;
- Based within a dedicated research active department at the Centre for Health Services Studies, University of Kent;
- Access to computer, email and library facilities;
- Opportunity to become part of a discrete research community involving the University and the local NHS, as well as an opportunity to gain a sense of being part of the wider University community.

### 4.7 What are the criteria for applications?

Applicants to the bridging programme will meet the following criteria:

- Registered with the relevant professional body as per ICA programme requirements
- <https://www.nihr.ac.uk/documents/heenih-ica-programme-eligible-professions-and-regulators/12204>

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- 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.
- For post-doctoral bridging support applicants must hold a relevant PhD\*, or have submitted their thesis for examination at the time of application. Applicants must have been awarded their PhD/Prof Doctorate by the time they start.
- For the post-doctoral bridging support, being a current or previous ICA, Clinical Academic Training (CAT) or Healthcare Science (HCS) award holder is desirable but not essential.

\* Professional Doctorate graduates are eligible (as with the ICA Programme as a whole), providing they can evidence the quality and proportionality of research education, training and experience gained within their Higher Education Institution. Eligibility criteria are on the ICA page of HEE's website.

Applications are particularly welcomed where the focus of the proposed research is in the following HEE priority areas:

1. Improving the experience of people with dementia
2. Primary and community care
3. Compassionate care and the NHS Constitution
4. Urgent & Emergency care
5. Care for people with Intellectual Disabilities
6. Improving Patient Safety
7. Technology Enhanced Learning

### 4.8 How do I apply?

You should submit the following supporting documentation to the ICAP Bridging Programme Leader by email:

**Dr Julie MacInnes**  
**ICAP Internship and Bridging Programme Leader**  
Email: [j.d.macinnes@kent.ac.uk](mailto:j.d.macinnes@kent.ac.uk)

1. Attach your Curriculum Vitae  
A full CV which should include details of your professional registration; current role; length of time in post; academic qualifications; details of academic study in the past 5 years; details of engagement in any research-related activity or service development projects.
2. Complete and upload the HEE/NIHR ICAP Post-doctoral Bridging Programme application form (in MS Word). The bridging programme is hosted by HEE's local team in KSS and applicants should complete the HEE/NIHR ICAP Post-doctoral Bridging Programme application form.
3. Provide evidence of registration with eligible professions regulator
4. Provide evidence of relevant qualifications and certificate



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5. Provide two references (one academic, one professional)

## 4.9 Where do I submit my application?

You will need to submit all of your supporting documentation to the ICAP Bridging Programme Leader by the closing date of **Friday 21<sup>st</sup> August 2020** by 5pm.

## 4.10 How will applicants be chosen?

We will consider all applications and identify those that fulfil the entry requirements (and have submitted all components of the application with no information missing). The applications will also be assessed according to how clear the rationale is for applying and how promising and realistic the research plan. Shortlisted applicants will receive an email inviting them to attend for interview. If you have any further queries, please contact Dr Julie MacInnes by email: [j.d.macinnes@kent.ac.uk](mailto:j.d.macinnes@kent.ac.uk) For more information about CHSS, please visit: <https://www.kent.ac.uk/chss/>

## Section 5 – Further information

The interview panel will involve the ICAP Bridging Programme Leader, an academic member of staff and a representative from HEE's local team / a member of NHS staff.

The interview panel will consider each applicant on an individual basis and their suitability for the bridging programme and determine the amount of funding to be awarded. The panel will assess the motivation and potential of the applicant to maximise this research opportunity and successfully complete the bridging programme. Email offers will be made to successful applicants.

### Key Dates

**Closing date for applications: Friday 21<sup>st</sup> August 2020**

**Interviews: week commencing Monday 7<sup>th</sup> September 2020**