



Health Education North West



Health Education
Yorkshire and the Humber



Health Education North East

Health Education England Clinical Academic Training Programme. Internship awards

Guidance Notes for Applicants.

Introduction.

Health Education England (HEE) has a mandate from the Government to develop a more flexible workforce which is receptive to research and innovation. This mandate reflects the NHS constitutional commitment which states that:

The NHS aspires to the highest standards of excellence and professionalism

..... and through its commitment to innovation and to the promotion, conduct and use of research to improve the current and future health and care of the population.

Principle 3. DH 2013

A specific focus for HEE, set out in its Research & Innovation strategy, is to support clinical academic careers for health professionals and increase the number of staff accessing academic career programmes across all clinical and public health professions.

Within HEE a review of the clinical academic training programme for health professionals has been undertaken in consultation with a wide range of stakeholder. This review identified the positive role that internships play in supporting the career development of clinicians at the very start of their potential research careers. As a consequence of this review HEE is funding the Clinical Academic Internship programme across England.

Within the Northern Region the three Local Education Training Boards (LETBs) from the North West, North East, Yorkshire and Humber are working together to deliver an internship programme which will provide interns with access to the highest possible learning experience drawing upon the expertise which resides within our region.

For 2014/15 fifteen internships are available through a competitive process. The programme is led by NHS R&D Northwest who are working in collaboration with colleagues from the 3 LETBs.

We are sure that as the programme develops over the coming years we will, within the region, lay the foundations of a thriving community of clinical academic researchers.



Professor Ged Byrne
Director of Education and Quality
Health Education North

Internship Overview.

The main focus of the internships is on registered health professionals who do not already hold a research qualification. The internships are designed to provide an introduction into all aspects and roles across clinical academic research from trial design, data management through to undertaking research in a clinical environment.

The internships comprise 30 days between January and June 2015 which will be spent within a host organisation, a University or other relevant research active organisation, and five days will be spent participating in a structured educational programme with the other interns.

The funding available to each intern will cover the costs of salary backfill and associated costs to the interns employing organisation (£7,500), supervision and mentorship for the host organisation (£1,000) and a structured educational programme and infrastructure (£1,500).

Who can apply?

To apply for an internship you must:

- be a registered health professional from the list of professions (see appendix 1)
- not already hold a research qualification e.g. a Masters or PhD.

What is the aim of the internships?

The aims of the internship are to:

- provide you with the opportunity to develop your skills and expertise in aspects of clinical academic research
- further enhance your clinical skills
- enable you to apply your new skills and become a research champion within your Trusts
- position you to make an informed decision about progressing your clinical academic career
- enhance your ability to apply successfully for further formal research training

What is involved in the internships?

There are three components to the internships:

- clinical academic research experience
- supervision and mentorship
- a structured educational component

Clinical Academic Research Experience.

During the internship you will gain exposure to working within a clinical academic research environment to increase your knowledge and understanding of research skills such as

- literature searching
- different methods of data collection and analysis
- project development and design
- conducting research within a clinical environment
- presentation and writing skills

It is recognised that within the time frame of the internship it may not be possible for you to work on your own research project however it is expected, if this is the case, that you will be

able to work on aspects of a study that is already in progress within your host organisation with the support of an experienced research supervisor.

Thirty days have been assigned to this aspect of the internship and as long as they are completed before the beginning of June 2015 these days can be configured to meet the needs of the intern, their employing organisation and the host organisation (e.g. 1 day a week or in blocks of time).

Being located within a research environment will enable you to increase your understanding of the academic research environment and the differing research roles within research teams and also the interface between academia and clinical practice

Supervision/mentorship

Each intern will be required to identify a personal supervisor within the host organisation. The supervisor will work with you to develop your personal learning plan for the duration of the internships and support you throughout your internship.

We will require the supervisor to meet with you and your line manager at the start of the internship to agree your learning plan and at the end to review your learning and explore how this can be transferred into your clinical work and how your future research career can be progressed.

Structured Educational Programme

During the course of the internship you will come together as a group on 3 occasions. These days will be set and you will be expected to participate in them even if your internship does not commence in January. The focus of the workshops will be on

- the consolidation of learning from the placements,
- the development of skills and expertise to support becoming a research champion within the NHS
- personal development and research career progression.

This will comprise:

- 2 day residential workshop in January 2015
- 1 day workshop in March 2015
- 2 day residential workshop in June 2015.

The workshops will take place within the different areas of the region to provide you with exposure to a wide range of skills and expertise residing across our region.

By coming together we also hope that you will develop a community of practice with the potential to continue beyond the duration of the internships.

What will I be required to produce at the end of the internship?

At the end of the internship you will be required to:

- produce an academic report of 3,000 – 5,000 words
- give oral presentation of your project during the final residential course
- produce a 3,000 – 5,000 word reflective log

What is involved in preparing an application?

Before embarking upon the application process and contacting your potential internship supervisor it is expected that you will have obtained relevant approval from your line manager and have discussed with them any potential areas of clinical skills development or service improvement that could be addressed during the internship.

Once you have obtained agreement from your line manager it is expected that you will have had a discussion with your proposed internship supervisor to obtain agreement that they and the host organisation are willing to host your internship and to outline a broad programme of what will be achieved during the internship

When these discussions have taken place you will be able to complete and submit the application form signed by your line manager and internship supervisor. **The deadline for submission is 5pm 19th November.**

A panel comprising representatives from Health Education North West, Health Education North East and Health Education Yorkshire and Humber and patient representatives will shortlist the applications. Short listed applicants will be invited for an informal interview in December 2014. Interviews will take place in each locality to minimise travel.

Who can supervise my internship?

The person who supervises your internship must

- be actively involved in research with a **minimum** of a Masters in Research qualification
- have experience of supporting and supervising research students and be able to act as a role model
- commit to your supervision and line management throughout the internship
- take on the responsibility for co-ordinating your placement including facilitating access to the wider academic research community
- commit to meeting with your line manager at the start and end of the internship
- sign off the final report

What is the timeline?

- Deadline for applications **5pm Wednesday 19th November 2014**
- Informal interviews December 2014 (dates to be confirmed)
- Internships start in January 2015 and completed by end of May 2015
- Residential workshop 1 will be in January 2015
- 1 day workshop – March 2015
- Residential workshop 2 will be in June 2015

If you require further information please contact Dr Lynne Goodacre:

lynne.goodacre@researchnorthwest.nhs.uk

Please submit completed application forms to Leanne.gregory@researchnorthwest.nhs.uk

Appendix 1: List of eligible professions

Eligible professions for the HEE Integrated Clinical Academic Programme

Healthcare Science professions

Healthcare scientists who are either statutory regulated by the Health and Care Professions Council or with recognised voluntary regulatory arrangements via the Academy for Healthcare Science in the following broad areas of practice covering over 45 different professional specialisms :

- ☐ Life Sciences/Clinical Laboratory Sciences;
- ☐ Physiological Sciences ;
- ☐ Clinical Bioinformatics; and
- ☐ Physical Sciences (incorporating Medical Physics) and Clinical Engineering.

These include clinical scientists, biomedical scientists, clinical physiologists and clinical technologists.

AHP Professions

- Art therapist
- Podiatrist
- Dietician
- Occupational therapist
- Orthoptist
- Orthotist and Prosthetist
- Paramedic
- Physiotherapist
- Radiographer (diagnostic and therapeutic)
- Speech and language therapist
- Dramatherapist
- Music therapist

Nurse/Midwife

- Nurse
- Midwife
- Health Visitor

Wider Dental team Professions

- Dental hygienist
- Dental nurse
- Dental therapist

Operating department practitioners

Clinical Psychologist

Pharmacy professions

- Pharmacist
- Pharmacy technician

HEE will accept other applications on a case by case basis as long as you:

- ☐ belong to a statutorily registered profession;
- ☐ are a graduate (or have equivalent experience); and
- ☐ provide NHS services in England.

For roles supporting mental health, please be aware that these may be covered under the remit of the above professions e.g. psychiatric nursing.