University of Nottingham
Health Education England (HEE) Bridging Scheme
East Midlands

Guidance Notes for the Post-Doctoral Bridging Fellowships for Clinical Academic Nurses, Midwives and Allied Health Professionals.
(Formerly known as GOLD awards)

This document contains details on applying to the East Midlands Post-Doctoral fellowships, which is being delivered by the University of Nottingham. Applicants must belong to one of the nursing, midwifery and allied health professional (NMAHP) eligible professions, a list of which can be found here: https://www.nihr.ac.uk/funding-and-support/documents/ICA/TCC-ICA-Eligible-Professions-and-Registration-Bodies.pdf. The programme is for those who wish to develop careers that combine both clinical research and research leadership with continued clinical practice and clinical development. They complement the NIHR ICA Clinical Academic Pathway, and help people apply for personal post-doctoral fellowships. Applicants are encouraged to align the content of the application with the requirements of the NIHR CL scheme. Further information can be found here: https://www.nihr.ac.uk/funding-and-support/funding-for-training-and-career-development/training-programmes/nihr-hee-ica-programme/nihr-hee-ica-programme-cl.htm. Applicants require support from an East Midlands' based NHS/ Social Care organisation (or organisation delivering NHS/Social funded care) AND an East Midlands' based higher education institution (HEI), and should propose to divide their time equally between their clinical and academic commitments. The end goal (an NIHR Clinical Lectureship or other/equivalent funding award) should enable the individual to make a significant contribution to clinical practice whilst supporting their development as a clinical academic leader.

Expectations

Successful applicants will be expected to:
- Participate in action learning sets / peer support meetings.
- Meet and work with Patient and Public Involvement Groups
- To subject their plans and to work to PPI scrutiny
- Attend and present at review panels:
  - Panel 1: with recently successful CLs and previous award fellows (anticipated Feb 2020)
  - Panel 2: with senior clinical academics (anticipated Sept 2020).
- Deliver a project protocol for scientific review (May 2020).
- Deliver a completed CL/other application for senior academic panel review (anticipated February 2021).
- Complete a mock NIHR interview with the panel of senior researchers and clinical academics (February 2021).

- Engage in the East Midlands Clinical Academic Practitioner network (EMCAPN), which may include supporting other clinical academics with their careers.
- Represent the scheme at research events in your organisation and regionally across networks.

Eligibility

Eligibility criteria mirrors that for the NIHR Clinical Lecturer awards: https://www.nihr.ac.uk/funding-and-support/funding-for-training-and-career-development/training-programmes/nihr-hee-ica-programme/nihr-hee-ica-programme-cl.htm.

In particular, applicants must:
- Have been awarded their PhD, or have submitted their thesis at the time of interview.
- Professional Doctorates will be accepted as per NIHR guidance. Applicants will require written evidence from the NIHR that their Professional Doctorate is eligible for a CL when submitting an application for the scholar award.
- Belong to one of the eligible professions: https://www.nihr.ac.uk/funding-and-support/documents/ICA/TCC-ICA-Eligible-Professions-and-Registration-Bodies.pdf.
- Hold an up to date professional body/council registration.
- Applicants must propose substantive employment by either an English healthcare provider that is providing at least 50% of its services free at the point of delivery, or by a recognised English Higher Education Institution.
- Have at least one year's experience of professional, post-graduation, clinical practice at the point of application.
- Ensure that their proposed research project is compatible with the published NIHR remit.
- Be able to demonstrate that they are currently actively carrying out research and continuing clinical practice.
- Be able to demonstrate partnership working and agreement between NHS/Social Care and HEI organisations to support the applicant's clinical academic career, post award of the Post-Doc fellowship.

Funding

The Post-Doctoral Programme is designed to support those eligible individuals who hold a relevant PhD in applying for the HEE/NIHR CL scheme or equivalent.

Up to £14,000 of funding as a grant to support eligible professionals to prepare a submission for the ICA NIHR Clinical Lecturer or equivalent. The format of this programme will be dependent on the individual developmental

needs of the applicant. As part of the application form, applicants are required to submit a business case for funding. This should demonstrate what support and development is required to support their subsequent NIHR / other funding application. The case should include full cost estimates, including all pay and non-pay costs. Please note institutional overheads will not be paid.

The following are examples of what the funding might be used for (this is not an exhaustive list):
- Visiting other research institutes both in the UK and internationally.
- Building research collaboration both in the UK and internationally.
- Funding for mentorship.
- Undertaking research placements at another institute.
- Attending conferences and presenting work.
- Writing up and publishing research papers (please include open-access fees in your budget).
- Developing research networks.
- Training and leadership skills.
- Salary support.

A one-off payment of up to £14,000 will be offered to the successful fellow's organisation to facilitate this award.

HEE and the University of Nottingham will not cover any additional amount incurred over and above that awarded. Please ensure that an appropriate organisation (NHS/Social Care or HEI) has been identified to hold and provide administration for the grant.

Mentor

Applicants are encouraged to identify a suitable mentor or mentors. The mentor should be someone senior who can guide the individual to develop a research network and their skills towards becoming a Principal Investigator and Clinical Academic leader.

Applicants will need to explain in their application why their chosen mentor is suitable. If a suitable mentor cannot be identified by the applicant, one will be allocated. Mentor payment is up to £1,000 to be allocated between all mentors and will be administered by the University.

Higher Education Institutions (HEI)

Applicants are expected to identify a lead East Midlands HEI who is willing to support them in the application for a Clinical Lectureship. A letter of support should be provided with the application form.

Benefits to the fellow

- Support in applying for a HEE/NIHR CL scheme or equivalent award from another funder.

- Funding to address developmental needs prior to applying for the award.
- Mentorship from an established academic.
- Support in developing a research career.
- Possible access to NIHR Academy training opportunities.

Benefits to the NHS/Social Care/HEI

- Up to £14,000 to support completion of the award.
- NHS focused research with potential patient benefits.
- Research project work will drive improved outcomes.
- Crosses Primary, Community and Secondary Care.
- Staff development.
- Increases research capability and capacity in their organisation.

Duration

The format and duration of the Fellowship programme will be determined by the business case set out by the applicant on the application form. The applicant will need to specify their developmental needs, how they will achieve this and how long this will take. Applicants are also required to specify which year they wish to apply for the NIHR CL award or alternative funding award (which should be within 2 years of the award). The Post-Doctoral Programme Fellowship should last no longer than 18 months.

Post- Doc Fellowship Deadlines / Dates

- **Application launch:** open.
- **Application Deadline:** end of June; emailed to Pip.Logan@nottingham.ac.uk
- **Interviews:** Late September. To be held in Nottingham.
- **Start Date:** Early November.

NB the current application deadlines and programme dates are available on the website visit: https://www.nottingham.ac.uk/clinicalscholar/application-guidance-and-forms.aspx

Useful Links

- 'Transforming healthcare through clinical academic roles in nursing, midwifery and allied health professions: A practical resource for healthcare provider organisations'. Association of UK University Hospitals (2016): https://www.medschools.ac.uk/media/2325/aukuh-transforming-healthcare.pdf
- HEE/NIHR Integrated Clinical Academic Programme (ICA) for non-medical healthcare professions: https://www.nihr.ac.uk/our-research-community/NIHR-academy/nihr-training-programmes/nihr-hee-ica-programme/
- National Institute for Health Research (NIHR) Research priorities: http://www.nihr.ac.uk/research-and-impact/research-priorities
- National Institute for Health Research (NIHR) Ten Years on: Adapting and Evolving to New Challenges in Developing Tomorrow's Health Research Leaders: https://www.nihr.ac.uk/our-research-community/NIHR-academy/about-the-nihr-academy/strategic-review-of-training.htm
- National Institute for Health Research (NIHR) Guide to the Health Education England / National Institute for Health Research Integrated Clinical Academic Programme https://www.nihr.ac.uk/funding-and-support/documents/ICA/TCC-ICA-GUIDE.pdf
- National Institute for Health Research (NIHR) Building a research career https://www.nihr.ac.uk/our-research-community/documents/Building-a-research-career-handbook.pdf National Institute for Health Research (NIHR) Starting a Clinical Academic Career (presentation) https://www.nihr.ac.uk/funding-and-support/documents/ICA/Starting-a-Clinical-Academic-Career-with-the-ICA-Programme-24th-January-2018-Webinar-Slides.pdf
- Health Services Journal. Everyone Join in….Why Research Should Be Everyone's Business: https://www.hee.nhs.uk/sites/default/files/documents/HSJ%20supplement%20-%20Research%20impact.pdf