

# HCP Investment: how to maximise the opportunities in the NHS



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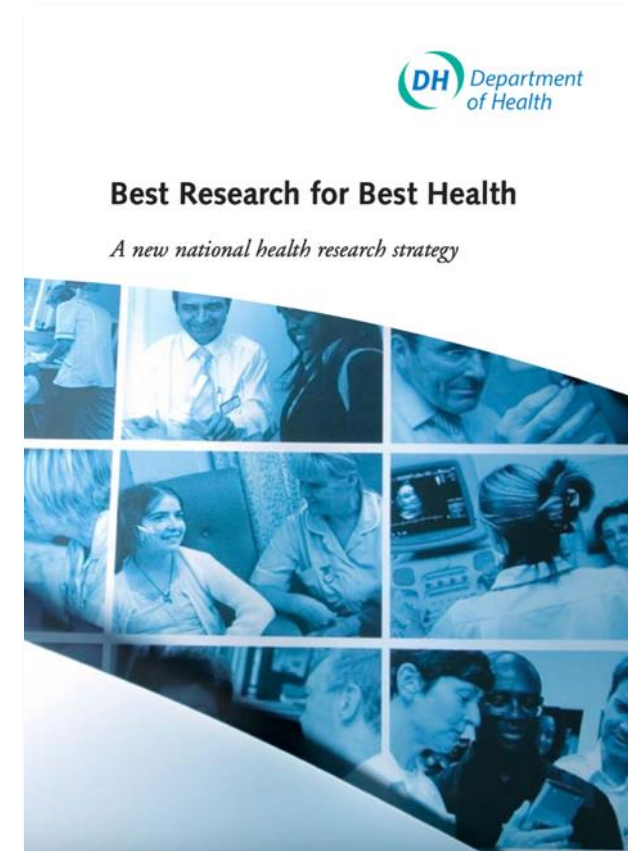


# New investment in health and care professionals

**“Strengthening careers for research delivery staff and under-represented disciplines and specialisms”**

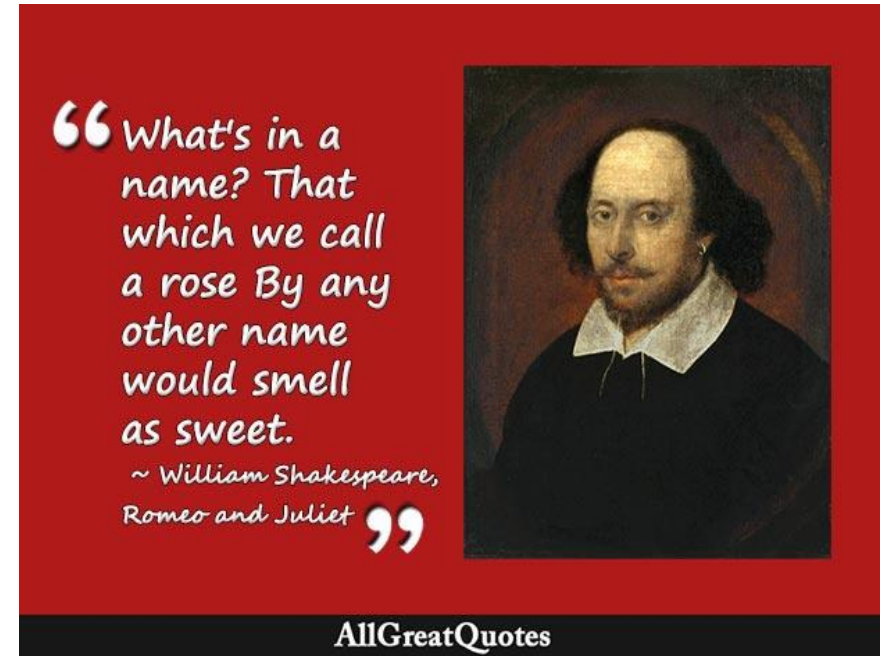
**Embedding research within the NHS**

**NMAHPs**



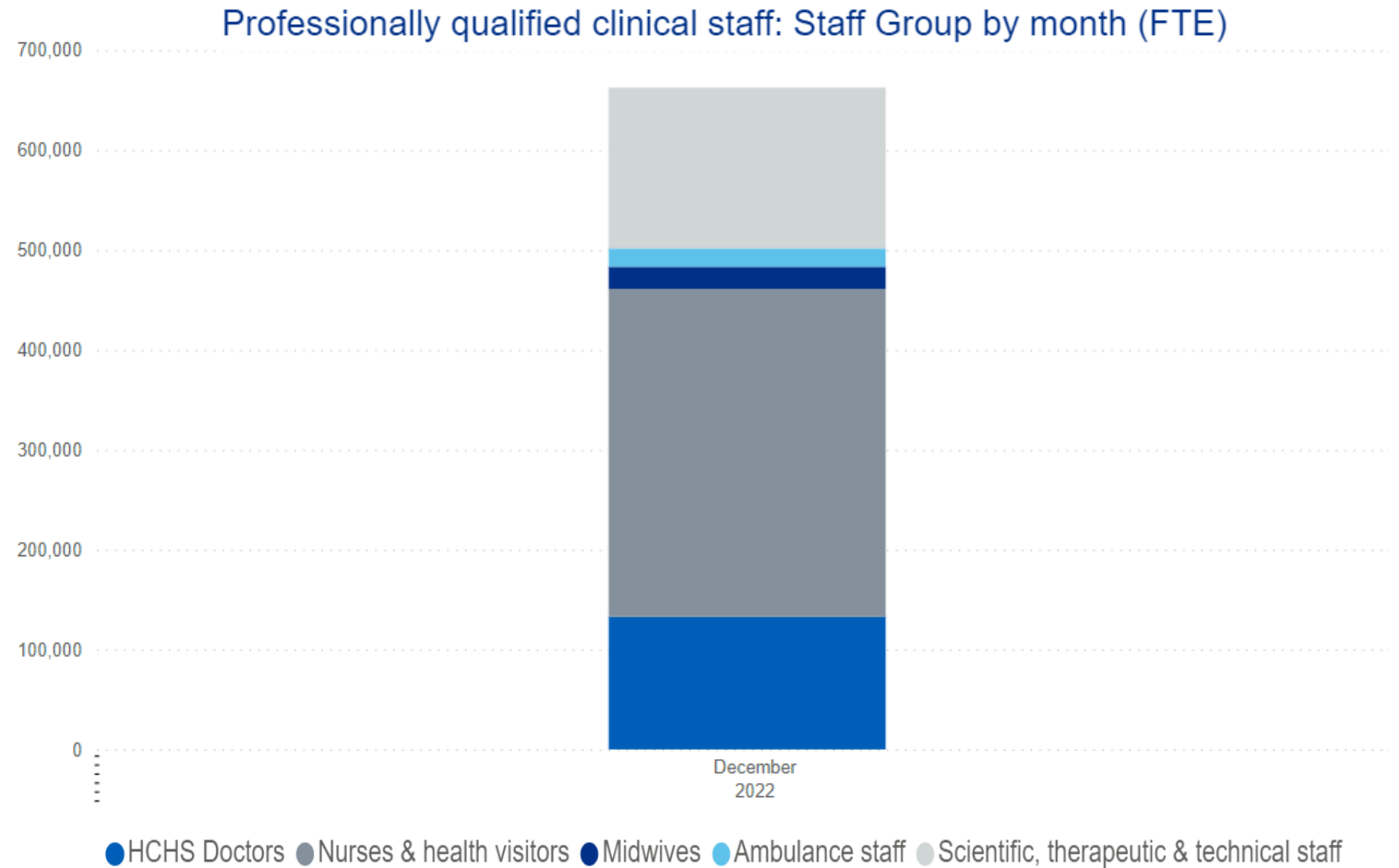
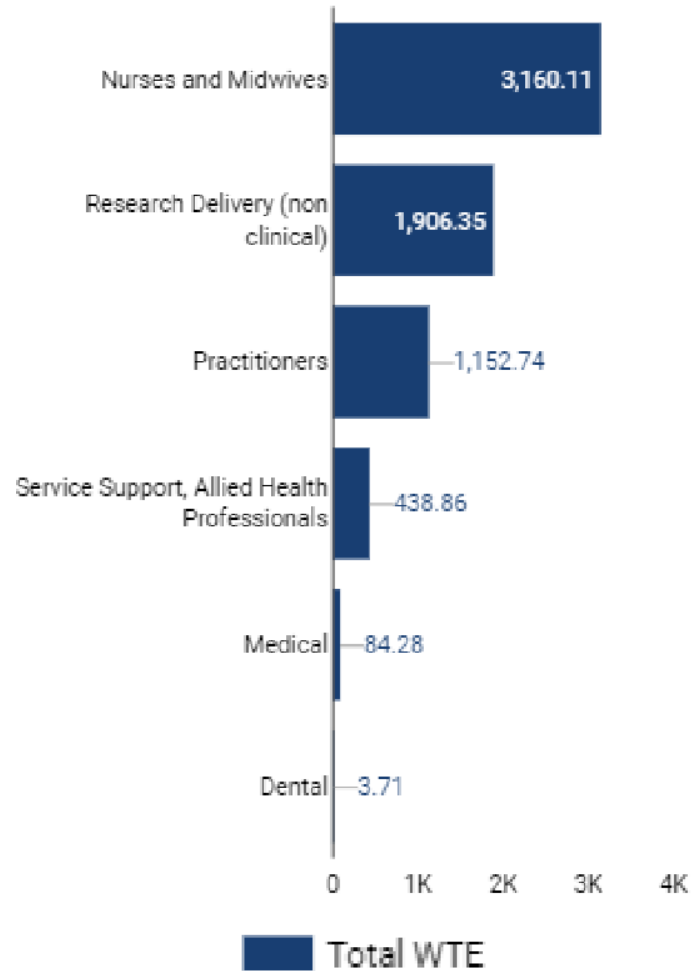
# Background

- Need to make a step change in the support for research careers
- Need to include wider Health and care Professionals (HCPs)
- Proposals were developed in partnership with NHSE, HEE and other key stakeholders, including 2 summits with key leaders

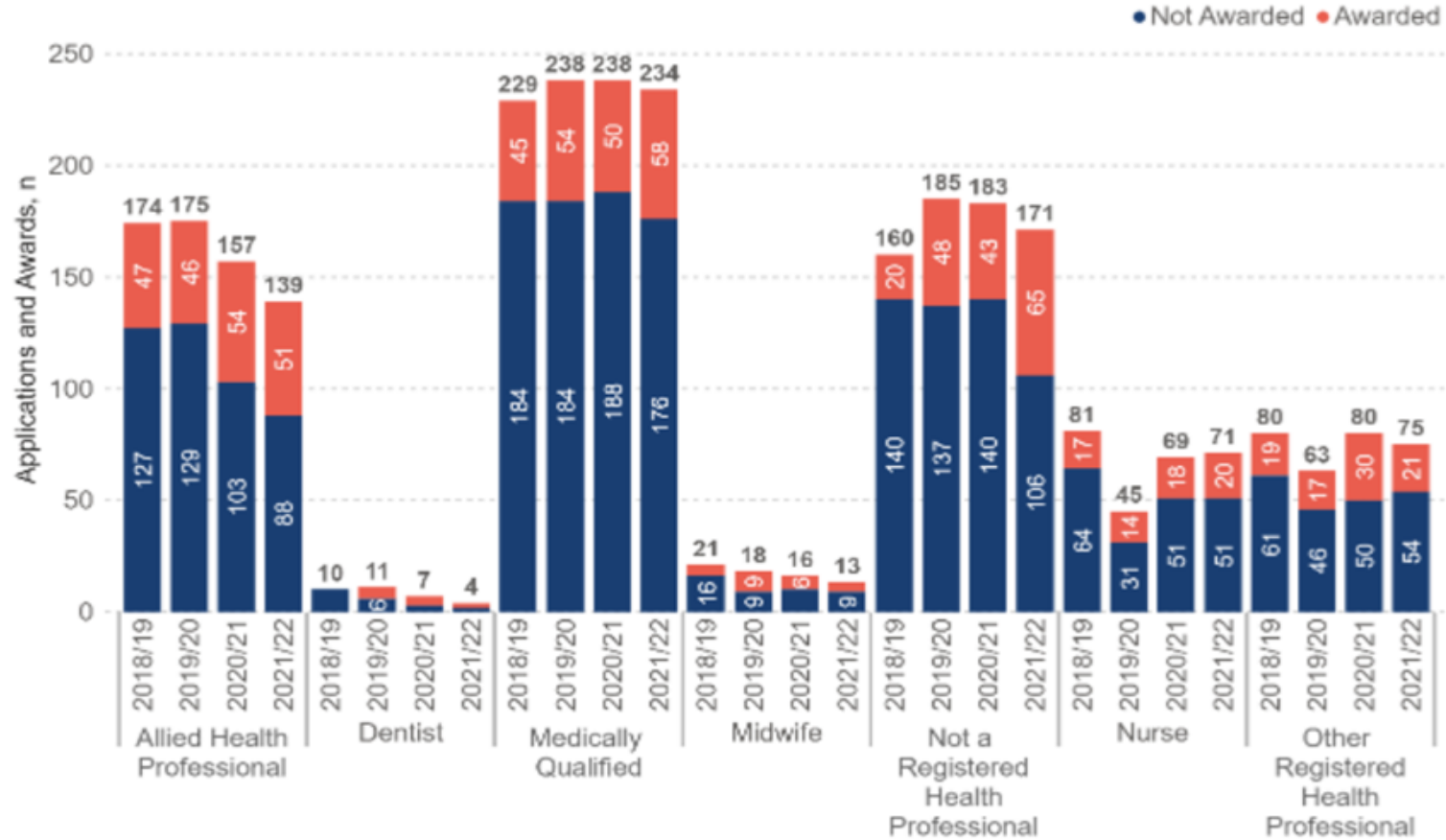


<https://www.allgreatquotes.com/shakespeare-quotes-1023/>

# HCPs are our largest workforce



# Applications to NIHR Academy Programmes



# Nursing/Midwifery and AHP Summits

## UG/pre-registration

Poor understanding of research and career pathways

Limited intro to career options early in career

## Early to Mid Career

Limited opportunities to access multi-professional research communities

Contractual barriers between NHS/HEI transition

## Advanced Career

Lack of post doc career pathways

Poor diversity among clinical academic leaders, lack of role models

\* Limited local signposting, access to infrastructure, networking, peer support

\* Lack of recognition and career development for research delivery staff

# Proposed solutions

## UG/pre-registration

Expand NIHR  
*Insight*  
programme

## Early to Mid Career

↑ *ICA internships* for  
HCPs  
↑ *HCP bursaries* for  
*credentialing*  
↑ *DSE awards*  
↑ *In-Practice fellowships*  
↑ HCP support via  
*Application Development*  
*Awards*

## Advanced Career

*Senior Clinical and*  
*Practitioner*  
*Research Awards*  
*Clinical Research*  
*Leaders programme*  
for AHPs

- \* NIHR Associate Director for AHPs
- \* Regional HCP Research Leadership Offices



# Undergraduate/Pre-Registration





# Earlier engagement and training

## INSIGHT 2023 Competition - 3 years of funding to:

1. Develop innovative **engagement programmes** for undergraduate and pre-registration healthcare professional courses, **public health and social care** to promote the full range of research careers, including careers that combine research and practice.
2. **Research Masters Studentships** to provide valuable training for individuals *early post registration* who may have had limited exposure to real world research during their training to date.



# Earlier engagement and training

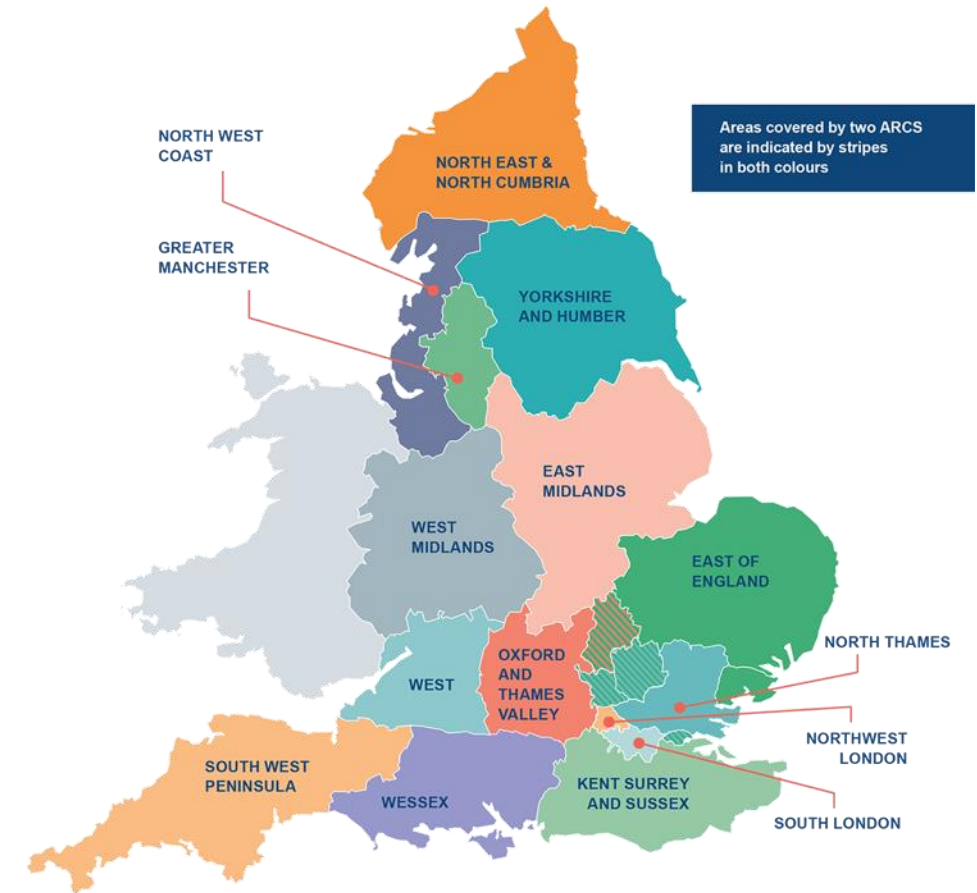
**INSIGHT 2023 Competition - 3 years of funding to:**

## Regional awards

- Hosted by Higher Education Institutes
- Announced January 2024,
- Funding commences 1st April

## NHS Opportunities – making this work

- Role models to profile in the UG/Pre-Reg
- Identifying recent graduates for the MRes
- Supervisors
- Research questions



# Earlier engagement and training

## Pre-application support fund – launched 19<sup>th</sup> September

- Funding to provide extra support to under-represented groups.
- 12 months of funding to help develop an NIHR career development award, including
  - Contribution to the salary
  - Training and Development, mentorship or supervisory costs
  - Other costs
- Three calls per year



# Earlier engagement and training

**Pre-application support fund** – launched 19<sup>th</sup>  
September

## **NHS Opportunities – making this work**

- Signposting potential candidates to this
- Engaging the disengaged.....





# Earlier engagement and training

**Undergraduate Internship Programme-** to be launched 31<sup>st</sup> October

**Funding for early to mid-career researchers to host up to 3 interns**

Pre-registration/undergraduate students in health and care professional programmes

**NHS Opportunities – making this work**

- Open to NHS researchers
- Cohort effect





# Early to mid career opportunities



# Early to mid career opportunities

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**NHS Opportunities – making this work**

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# Early to mid career opportunities

## To be launched shortly

- Expansion of ICA Internships  
300 new places pa  
Research delivery, research placement
- Bursaries for HCP Credentialling  
PGCerts and MRes for PI/CI scheme

## NHS Opportunities – making this work

- Sign posting, promoting





# Early to mid career opportunities

## To be launched shortly

- Additional Development Skills Enhancement Awards
- In-practice Fellowships
  - Pre-Doc and Doctoral for HCPs such as community pharmacists, healthcare visitors

## NHS Opportunities – making this work

- Sign posting
- Engaging the disengaged



# Advanced career



# Advanced career

## New Generation Senior Clinical and Practitioner Research Award (SCAPRA)

- For registered HCPs, medics and dentists who have a PhD or MD
- Encourage those to return to research particularly within the NHS and care settings
- Underrepresented disciplines
  - HCPs, dentists, GPs
  - Medically qualified from underrepresented groups
    - Ethnicity, gender, geography



# Advanced career

## New Generation Senior Clinical and Practitioner Research Award

- Up to 75 awards per year
- 20-50% EFT up to 5 years
- Max of £20Kpa for training and development
- FEC for those based within Universities

Start date between 1st April and 30th Sep 2024



# Which award?

	SCPRA	CARP	Advanced Fellowship
<b>Aim</b>	To support the career development of research qualified individuals back into research, with an emphasis on underrepresented disciplines	To support the career development of research qualified individuals back into research	Personal award to support the training and development of an individual and project
<b>Scope</b>	Broad range of research activity within NIHR remit particularly within NHS and care settings	Undertaking a specific project within the full range of MRC and NIHR remit Emphasis on Uni partner strength	Research within the NIHR Remit
<b>Duration</b>	Up to 50% for up to 5 years	Up to 50% for up to 5 years	Up to 100% for up to 5 years
<b>Funding</b>	Salary, training and small contribution or research activity costs	Salary and research project costs	Full salary (incl clinical time), research costs and training costs

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# Advanced career

## New Generation Senior Clinical and Practitioner Research Award

### Award Scope

- leading research projects
- preparing for future applications for research funding
- undertaking strategic leadership around research delivery e.g. delivery methodology
- identifying research priorities
- identifying knowledge mobilisation topics
- undertaking research relevant training and development



# Advanced career

## New Generation Senior Clinical and Practitioner Research Award

### NOT ELIGIBLE

- Time to do “research”
- Research delivery
- Activities covered in current role
- Activities outside NIHR Remit





# Advanced career

## New Generation Senior Clinical and Practitioner Research Award

- Closing date 23rd January 2024
- Start date between 1st April and 30th Sep 2024



# Advanced career

## New Generation Senior Clinical and Practitioner Research Award

### **NHS Opportunities – making this work**

- Sign posting
- Organisational strategy



# Advanced career

## Clinical Leadership Programme for AHPs

To be announced shortly

**NHS Opportunities – making this work**

- Sign posting

**NIHR** | National Institute  
for Health Research

## **70@70** **Research Leader** **Programme**

Our 70 senior nurse and midwife leaders have a passion to innovate, improve future care and strengthen the research voice

Find out more at: [bit.ly/NIHR70at70](https://bit.ly/NIHR70at70)

**#NIHR70at70**



# Leadership and Infrastructure



# Leadership and Infrastructure

- Associate Director of AHPs
- Regional Research Leadership Offices  
To promote and co-ordinate opportunities for HCPs



**Prof. Ruth Endacott**  
Director for Nursing & Midwifery,  
National Institute for Health, and  
Care Research

Care Research  
National Institute for Health, and  
Director for Nursing & Midwifery,  
**Prof. Ruth Endacott**



# The right team, the right time



# For more information

- Communication strategy being developed
- NIHR Webpages <https://www.nihr.ac.uk/>
- CAHPR Website <https://cahpr.csp.org.uk/>