



Nursing, Midwifery and Allied Health Professions Research Training Scheme



Developed by *NMAHP Research Training (Scotland)* in partnership with NHS Education for Scotland (NES), Scottish Executive Health Department and the Health Foundation.

Full-Time Postdoctoral fellowships 2006: Guide for internal applicants

About the Scheme

Our training scheme offers a unique opportunity for Postdoctoral fellows to access the most comprehensive health care research group in Scotland. The primary aim of this initiative is to re-focus the culture of research within Nursing, Midwifery and the Allied Health Professions (NMAHP) by promoting clinical research of direct relevance to NMAHP practice. The research output from this scheme is designed to improve the experience and outcomes of those experiencing chronic illness and receiving supportive care from NMAHP practitioners.

Nursing, Midwifery and the Allied Health Professions (NMAHP) provide the greatest proportion of direct patient care in Scotland. The potential for improving the health of the Scottish people through improving NMAHP practice is considerable. The Consortium offers the first co-ordinated approach to the development of Postdoctoral research directly related to patient outcomes.

Our Consortium is extensive, reflecting its focus on excellence, collaboration and provides a Scotland-wide perspective. This will ensure access to the training scheme for Postdoctoral fellows across all of Scotland. Postdoctoral fellows will benefit from the breadth of expertise available across the consortium and from networking with one another and with research leaders in NMAHP.

Application requirements

- Registration within UK as a Nurse, Midwife or Allied Health Professional. We define the Allied Health Professions to include Physiotherapists, Occupational Therapists, Speech and Language Therapists, Arts Therapists, Dieticians, Orthoptists, Chiropodists, Prosthetists and Orthotists, Radiographers.
- 3 years post-registration experience.
- A PhD from a University or institution recognised by the 5 Higher Education Institutions and who have held a Nursing or midwifery post at F grade or above (or appropriate equivalent qualification) for a minimum of two years. For Allied Health Professionals, the equivalent grade applies.
- Candidates who can demonstrate evidence of effective dissemination, by networking, publications, conference attendance, publications and grant application activity
- While our scheme is designed primarily for NMAHPs who retain clinical practice as the main part of their role, the Postdoctoral fellowships will be open to those

NMAHPs within Higher Education. Preference will be given to candidates who retain an element of practitioner status. NMAHPs who are based in Higher Education must demonstrate the clinical relevance of their research proposal.

Who is being targeted?

Our full-time Postdoctoral posts will provide for the funding of 6 Postdoctoral fellowships over the 5 year period of funding. A final Postdoctoral fellow will be recruited, from internal candidates, commencing full time research in January 2007.

Candidates must be employed by a member organisation from the following:

Universities of Dundee, St. Andrews, Stirling, Chief Scientist Office NMAHP Research Unit, Institute of Applied Health Sciences Research (Aberdeen) and Robert Gordon University. Clinical partners include NHS Trusts in Tayside, Fife, Stirling, Highland, Grampian, Shetland, Orkney and the Western Isles.

This fellow will retain an average of 1 day of clinical practice per week. This time will relate to the clinical activities related to the Postdoctoral fellowship, and will not be part of rostered service. The scheme is designed for NMAHP practitioners who wish to develop their clinical academic career. This scheme will equip practitioners to carry out research in areas where NMAHP practice can make a distinct impact on patient care.

This is our final year of recruitment.

Equal opportunities statement

The selection process will be inclusive and well advertised. The application procedure will pay due attention to Equal Opportunities legislation and follow each Universities' Equal Opportunity Policies; we will appoint irrespective of race, age, gender, sexual orientation and disability. Research fellows will be selected in line with University and ***NMAHP Research Training (Scotland)*** requirements for candidates.

Details of training and the research environment

- The aim of this training is to develop the research expertise of the fellow, as evidenced by a growing list of publications and a portfolio of successful grant applications. Postdoctoral fellows will develop leadership skills and form links with established research training networks. In this way, Postdoctoral fellows will be mentored to become potential future international leaders of NMAHP research.
- The Postdoctoral fellow will be based within one of the Consortium's externally funded research groups where they will have the opportunity to be immersed in health research activity and participate in a focused programme of research. This experience will allow them to build expertise and work with collaborating

- researchers across our Consortium, thus setting the basis for long-term collaboration.
- The Postdoctoral fellow will have a base in the department/unit of the research group.
 - Specific targets will be set for the fellow including substantial involvement in the preparation of a grant proposal (on which they may be named researcher).
 - The Fellow will be supervised by the research programme leader/research unit director who will be responsible for their developmental needs as well as for their involvement in the work of the programme, and for determining and overseeing the provision of specific Postdoctoral training either on a one to one basis or through access to relevant modules from across the Consortium.
 - The Postdoctoral fellow will also have access to research development programmes in Consortium departments, to include; writing research grants; writing for publication; research governance; undertaking systematic reviews; meta-analysis; leadership; management training and managing careers.
 - The Fellow will also be encouraged to attend any of the courses on methods or themes on offer throughout the Consortium, which meet their specific developmental needs and will augment any training needs that remain outstanding following their PhD training.
 - In addition, the Postdoctoral fellow will be encouraged to link with the other relevant experts across the Consortium and have the opportunity for enrichment visits to other research units in the UK, such as York's Centre for Evidence Based Nursing, Scottish School of Primary Care, and abroad.
 - Mentoring will be available for each Postdoctoral fellow from a senior research NMAHP role model and from a senior clinician in order to develop their leadership skills, to support their career development and to ensure that clinical NMAHP practice derives maximum benefit from the student's research.
 - The Postdoctoral fellow will contribute to the NMAHP PhD training programme and will be expected to lead seminars in tutorial meetings and contribute to seminar series in Consortium departments.

Details of the recruitment process

- Our advertisement is being circulated via professional networks, Higher Education and NHS communication networks.
- There is also an opportunity for candidates to contact Dr Martyn Jones (m.c.jones@dundee.ac.uk) to discuss the process of making an application

Stages in the application process

- **Make contact with the Research Director/Research Leader** of one the Consortium Research Programmes [see section on supporting research groups] to have an informal discussion regarding your research ideas. Your proposed research idea must relate to one area chosen from programme outlines generated by established research groupings, e.g. The Social Dimensions of Health Institute, NMAHP Research Unit, Health Economics Research Unit, Department of Public Health and the Health Services Research Unit. We will

support you to make contact with key researchers within your chosen established grouping [Link].

- **Develop your Postdoctoral application.** Following discussion with the research lead, you will develop a research plan for the next 2 years, including indicative research projects. If Postdoctoral fellows are successful in gaining external funding, their fellowships will extend beyond the 2 years of funding available within this scheme. Your application must detail the grant applications you will make during the fellowship to further your Postdoctoral research.
- The detailed outline of proposed research activities must be coherent with the programme undertaken by established research groupings (see below **Details of the research groups in which the Postdoctoral opportunities available**).
- You must submit completed application forms by the advertised deadline of 12 noon on Thursday 26th October 2006.
- Short listing of candidates by the Panel will take place by Wednesday 8th November 2006 with relevant expertise from NHS Trusts and Boards, with additional ad hoc members representing the Consortium research programmes.
- At interview on Monday 27th November 2006 in Dundee, each Postdoctoral candidate will be judged and assessed on quality of their previous PhD and any Postdoctoral work and will be required to formally present an outline of their previous PhD work and their proposed Postdoctoral research activities to a critical audience. The interview panel will include key researchers within the research grouping.
- This interview panel will recommend the appointment of 1 Postdoctoral fellowship commencing in January 2007.

Details of the research groups in which the Postdoctoral opportunities will be available

The following research groups are available. Full details of the research environment on offer and their programmes of research are available on our website:

Universities of Dundee and St Andrews

- Social Dimensions of Health Institute
- Centre for Public Policy and Management, including Research Utilization and Organizational Effectiveness in Health and Social Care
- Illness Behaviour Group
- Longitudinal Studies Centre

NMAHP Research Unit and University of Stirling

- NMAHP Research Unit
- Cancer Care Research Centre

University of Aberdeen and the Robert Gordon University

- Health Service Delivery
- Institute of Applied Health Sciences
- Dugald Baird Centre
- General Practice and Primary Care

Duration of fellowship

This 2 year research training experience will offer Postdoctoral fellows access to a research experience which has both breadth and depth whilst simultaneously allowing them to work with current leaders in the field for the full range of NMAHPs. The clinical focus of the research is made possible by the long standing clinical, academic and research partnerships within the Consortium and will allow the development of both research and clinical capacity for NMAHPs.

Start date

One full-time Postdoctoral fellowships will commence in January 2007.

Terms and conditions

All research must be carried out within Scotland. NMAHP Research Training (Scotland) will arrange clinical access for candidates applying from outwith Scotland.

Salary

We anticipate that the majority of successful applicants will retain their employment within the NHS during the scheme and therefore be seconded to the relevant HEI. Others may prefer to be employed by the Universities within our Consortium, subject to the normal requirements laid down in the HEI's Human Resource Policies. Remuneration and employment terms and conditions will normally be maintained and will be based on Nursing and Midwifery G grade at the following levels (including employer's costs and superannuation).

2006/07	2007/08
£35,009	£35,009

Secondment

Each HEI has gained agreement with their NHS partners to negotiate (on a case by case basis) the retention of clinical contract for Postdoctoral fellows, e.g. on average one day a week. Our Consortium has negotiated, in principle, access to clinical areas for Postdoctoral fellows and will ensure the provision of line management structures in the NHS for Postdoctoral fellows in clinical areas. Our NHS partners will provide clinical mentors.

Conferences

Postdoctoral fellows will apply to ***NMAHP research training (Scotland)*** Steering group for access to the £1,000 available per fellow.

Research Expenses

The remainder of support costs (up to £6,000 per fellow) will be applied for in a competitive round at the beginning of each fellowship and with yearly review. These monies will be held in a Research Costs Fund managed by the lead institution. Students and fellows will be expected to articulate clearly their research plans and related needs for any:

- Provision of additional research support costs.
- Additional travel/conference monies.




Each fellow will receive guidance on the application process by their supervisors and by members of the committee if needed.

NHS costs/Support for Science costs

Support for science costs may be incurred by the training fellow's activities. No budget can be set for these until the students and fellows are recruited and the details of their projects become clear. We have discussed the potential for these costs with our NHS partners who are aware of the need to seek further support in this area.

Application form

See download section for

Form	Download Form
Full-Time Postdoctoral fellowships 2006: Guide for internal applicants	
Full-Time Postdoctoral Fellowship 2006 - Curriculum Vitae Form	
Full-Time Postdoctoral fellowship 2006 application form	
Principles of the scheme 2006	Link
Postdoctoral duties 2006	Link

Guidance for completing

The Postdoctoral research outline and Curriculum Vitae forms may be downloaded from this website and must be completed in a font size 12 typescript. Electronic copies of both are required by the deadline date of 12 noon on Thursday 26th October 2006. In addition, 10 hard copies should be included. Completed forms should be sent to:

Dr Martyn Jones.
Universities of Dundee and St Andrews,
Social Dimensions of Health Institute,
11 Airlie Place,
DUNDEE, DD1 4HJ.
Email: m.c.jones@dundee.ac.uk

Postdoctoral candidates must use the forms provided by the Consortium. All appropriate sections of the form must be completed. Failure to complete any section of the form, or to provide sufficient clear copies, will result in the application not being considered. For research proposed in NHS facilities the project may be eligible for support costs. Service support costs are the additional costs that can be attributed to a particular research activity and which would end once the research activity in question has stopped. Examples might be extra blood tests, X-rays, general allocation of clinicians' time, employment of additional staff, etc. Further information can be obtained from the NHS Trust Lead Officer or R&D Officer.

Research Governance agenda.

Research within *NMAHP Research Training (Scotland)* scheme will be carried out to the highest scientific and ethical standards. The rights, dignity, safety and well-being of patients and clients will be paramount. The Steering Committee will ensure that all research carried out as part of this Scheme will meet the requirements of this agenda as outlined in the Research Governance Framework for Health and Community Care (Scottish Executive, 2001) including; developing proposals that are ethical and seeking research ethics committee approval where appropriate; conducting research to the agreed protocol and in accordance with legal requirements and guidance, e.g. on consent; ensuring participant welfare while in the study, ensuring projects are registered with Trust R + D departments, the monitoring of student supervision performance by Higher Degrees Committee and feeding back results of research to participants.