



SCOTTISH PHARMACIST CLINICAL ACADEMIC FELLOWS (2021 – 2023)

DEVELOPMENT OPPORTUNITY FOR EXPERIENCED PHARMACISTS WORKING IN NHS SCOTLAND

RESEARCH POSTS

Overview of Scheme

The Chief Pharmaceutical Officer in Scotland allocated monies to NES with the request to set up Clinical Academic Pharmacist (CAP) posts in Scotland in support of the Career Framework review published in 2020. These posts will provide professional leadership in their clinical areas through the development of evidence-based practice through research and evaluation.

Pre-doctoral Fellowships are designed to support people who are looking to explore or advance a career in health and social care research methodology, in pharmaceutical care practice research. Individuals apply to undertake these posts and put forward a research proposal aligned to their area of clinical practice, which would support development of pharmaceutical care and contribute to the wider evidence base in the support of safe and effective medicines use.

What will the scheme offer you?

Following the completion of this pre-doctoral fellowship, successful applicants should look to have achieved completion of an MPhil research degree during the CAP programme, which would allow them to be in a strong position to progress to further research work and the support of others in research.

Whilst the use of the Fellowship to help prepare for a future PhD is within the remit of the Fellowship, it isn't an expectation that all applicants will utilise it for this purpose.

Applicants can also look to use these Fellowships as a way of building links with research-based groups in academia while remaining in practice or facilitating a career change into an academic post.

Whilst these Fellowships are personal applications i.e. the applicant completes and submits the form themselves - it is expected that, if successful, the applicant will have significant support during the fellowship work from a combination of academic and practice-based supervisors. Cross-disciplinary supervision will also be encouraged.

The CAP Collaborative joint appointments will be made between the NHS Board (host) and one of the Schools of Pharmacy for two years in the first instance. They will be governed as a group through a CAP Collaborative Board involving representatives of the Directors of Pharmacy, Community Pharmacy Scotland, both Schools of Pharmacy in Scotland and NES.

It is envisaged that these new CAP posts will allow appointees to split their time between health service-based activities and robust and relevant focussed research activities related to their clinical

area of practice. The balance of time may be altered depending on the focus of work, personal aspirations and research needs of the locale.

These posts would be implemented, for specified national and local areas of need, to deliver innovation in pharmacy practice and to generate an evidence base for practice development through a robust (ultimately) self-sustaining programme of research.

The implementation of these posts in collaboration with HEIs will create an ethos and culture of research within practice. This in turn will help establish a national network of health service research-focussed practitioners at senior level working towards Advanced Practice level status or Consultant pharmacist posts in line with the Career Framework proposals, irrespective of your current sector of practice.

Some of these post holders may progress to secure the credentials, experience and research metrics that warrant recognition of enhanced research time such as Doctorates with research leadership responsibilities through appointment as Clinical Professors with HEIs, or equivalent in line with the Clinical Academic Career Pathways used within other healthcare professions.

An essential element of these fellowships will therefore be to create a support network / development group in order to encourage pharmacists with an aspiration to become a Consultant pharmacist, the opportunity to demonstrate the defined levels of research competence and evidence.

The challenge of these fellowships is to consider work that may impact across sectors of practice: GP Practice, Community Pharmacy, Acute, and Public Health and harness the potential contribution of each sector. They will have a remit to develop the evidence base for pharmaceutical care through research.

Objective assessment of performance will be a key part of assessing policy impact; linkage with the university brings into focus the academic performance required, in terms of generation of fundable research questions and publication.

These fellowships should be registered for an MPhil or similar qualification at the University that they are aligned to in order to achieve academic recognition and support publication of their work.

Who is the scheme open to?

- Applicants should have already completed a relevant taught Masters degree or equivalent, at the time of starting the award
- Proposed host must be a Scottish School of Pharmacy, NHS body or other provider of health and/or care services including community pharmacy contractors and their employees.
- Projects proposed should develop research skills for advanced and consultant level pharmacy practice and deliver an impactful project in a defined clinical area.

Start Dates

Fellowships must start on the first of the month and for this round, Fellowships will be available to start April / May 2021 by negotiation with the CAP Board.

Award Length and Part-time Options

The funding available will be sufficient to enable 'buy out' of around 40% of a Whole Time Equivalent (WTE). It is expected that the project will be undertaken over a 24-month period.

There may be some flexibility in this in consideration of the applicant's research training and experience.

Who would you report to?

You would continue to report to your employing line manager for day to day commitments in addition to a designated academic lead at one of the Schools of Pharmacy for your research project. The research work will be supported by a core supervisory team from one of the Schools of Pharmacy – this may include external advisors from e.g. the NHS multidisciplinary team. You will be expected to periodically report to the CAP Board on progress and the expected outcomes of the research project. The CAP Board ultimately reports to the Achieving Excellence in Pharmaceutical Care (AEiPC) board.

What support will be available to you?

Support will be integral to the success of the Scottish Pharmacist Clinical Academic Fellows – and will consist as follows:

1. A **Research mentor / Principal Supervisor (Mentor A)** – a Senior Academic Pharmacist from one of the Schools of Pharmacy – focusing on the development of research skills
2. **Project mentors / supervisors (Mentor B)** – local NHS based staff whose main focus will be the practicalities of delivering a project within the relevant organisation
3. **Peers** in the programme within Scotland – Scottish Pharmacist Clinical Academic Fellows.
4. Other national **Clinical Academic Fellows** within Pharmacy, Medicine and Dentistry and other professions.

Successful applicants will be allocated to one of the two Schools of Pharmacy in Scotland for allocation of supervisory support and registration for a MPhil programme.

It is likely that up to three fellowship will be available at each School.

The process of allocation and approvals of an academic supervisory team will be subject to each institution normal Academic Regulations and procedures.

It is encouraged that beyond the core supervisory team of academic staff, additional collaboration will be facilitated through incorporation of relevantly qualified / experienced local practice-based staff. Cross-disciplinary supervisory teams are also encouraged.

The applicant can make suggestions for local supervisors within the application documentation.

Where will you be based?

1. Applicants need to identify an eligible Host Organisation which will act as their employer for the duration of the Fellowship. For a community pharmacy applicant this will be your current employer with the support of the Health Board where the pharmacy is included on the NHS pharmaceutical list. Any organisation must be able to provide the applicant with a contract of employment for the duration of the award and be capable of fulfilling the role of research sponsor as set out in the Research Governance Framework for Health & Care. Further guidance on the roles and responsibilities of a research sponsor can be found on the Health Research Authority's (HRA) website. Host Organisations will be one of the Scottish NHS health Boards.

2. A Fellowship award requires that the award holder has a contract of employment with the host organisation (current employer) for the duration of the Fellowship. One of the Schools of Pharmacy will enter into a Fellowship contract with the Host Organisation and for a community pharmacy applicant, this will be with the contractor whose name appears on the NHS pharmaceutical list. Confidential information including research proposals, detailed finance information, bank details, and departmental staff names (other than the award holder's name) will be removed from the published versions of any contracts.

3. Fellowships are individual training awards which will offer funding to cover the salary costs of the individual, and training and development programme.

Due consideration will be given to COVID-19 restrictions when decisions are made about where fellows would be based to carry out associated research work. If travel restrictions improve there is also likely to be adhoc travel required when attending meetings, which might also include some travel across the country including Scotland, England and Wales.

Key areas of responsibility

Throughout the fellowship, the Scottish Pharmacist Clinical Academic Fellows will contribute creatively to the key high-profile research areas identified by the Scottish Government, to deliver a report on the work achieved in the specific projects while forming a network to develop their own personal research skills and capabilities. They will actively engage with their assigned mentors to develop a tailored programme of objectives and to plan and undertake a project that supports these objectives.

Evaluation

Whilst there will be no formal assessment of the Scottish Pharmacist Clinical Academic Fellows there is an expectation that they will be highly motivated to achieve tangible outcomes that will enhance their personal portfolios and make a meaningful contribution to NHS Scotland on behalf of the SG, and ultimately to the profession and health care delivery for the benefit of patients. The Scottish Pharmacy Clinical Academic Fellows will also be expected to ensure well-evidenced and robust processes are in place to document their achievement.

Key metrics of success of this research fellowship will be:

- one or more published output
- report associated with the work
- award of an MPhil

Key links

- NES Pharmacy – Scottish Pharmacist Clinical Leadership Fellows
- Robert Gordon University / University of Strathclyde – School of Pharmacy
- Scottish Government – AEiPC Advisory Group
- Directors of Pharmacy group
- CAP Board that includes representation from NES, Schools of Pharmacy and Directors of Pharmacy (North, East and West)

How do I apply? What is the Selection Process?

- The application process will be administered by NES on behalf of the CAP Collaborative Board that comprises representative from NES, School of Pharmacy and the NHS. An application form and research proposal will be submitted.
- The CAP Collaborative Board can advise on eligibility and remit enquiries, and answer queries you or your organisation may have when completing the application form.
- All applications will undergo an initial screen for eligibility. Following this, applications are reviewed by the CAP Collaborative Board members in advance of a CAP Collaborative Board selection committee meeting where decisions on which applications to recommend for funding are made.
- The Selection Committee will make recommendations for funding that will be considered by the CAP Board. Once confirmed, the funding decisions will then be communicated to applicants.
- Applicants will be informed of the outcome of their application by email when all required processes are complete.
- The selection process and subsequent management of the Fellowships will be managed by the CAP Collaborative Board.
- Fellowships cannot be deferred, without the consent of the CAP Collaborative Board.
- If applicants are successful in being awarded a Fellowship while simultaneously being involved in another research training award competition, they will be asked to decide which programme they would like to continue with and will be withdrawn from the other.

Signatories:

You are required to supply the names and email addresses of the individuals who will be 'signing off' your application. Details of what is required and expected of each of the roles can be found below.

Signatories will be required to agree to the role being asked of them in the application before the application is submitted by the applicant, and then approve the final version of the application after it has been submitted via the online system, i.e. all signatories must have agreed to participate and complete their sections.

Required Signatories:

You will be required to include evidence of 'sign off' from these individuals within your host organisation.

- Direct Line Manager, Director of Pharmacy and Senior Medical Consultant: The Line Manager and Director of Pharmacy from the host organisation (in which this award will be based) must confirm that they support this application and that, if funded, the research and training will be supported and administered in the named organisation and that the applicant for whom they are responsible will undertake this work. The Director of Pharmacy will also be required to complete questions in the 'Training & Development and Research Support' section of the Application Form. The medical consultant should provide a statement in support of the planned research proposal and clinical area of the work.
- Host Organisation Administrative Authority or Finance Officer: The Administrative Authority or Finance Officer for the employing host must confirm that they will ensure the accuracy of the financial details of the application including Agenda for Change salary band and spine point of the applicant and that the host organisation is prepared to host and administer the award, at the stated costs, if made.

Application Deadlines and Timetable

Your application must have been submitted by the deadline and any signatories must have approved your application.

All components of your application must be submitted by the deadline. No additional supporting documents will be accepted after the deadline.

Please give yourself sufficient time to obtain your signatory's approval before the deadline. No exceptions will be made.

See the below timetable for dates of the selection process.

Deadline for applications: ~~22 February 2021~~ ****EXTENDED to 22 March 2021****

Date for interviews: now W/C 19 April 2021 TBC

Applications and supporting documents (clearly labelled) to be submitted to:

Fiona Aitcheson, School Administration Manager, RGU, Sch. Pharmacy & Life Sciences,

Email: f.e.aitcheson@rgu.ac.uk