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Tunbridge Wells **NHS**  
NHS Trust

# Integrated Clinical Academic Programme (ICAP) non-medical healthcare professionals – Internships & Bridging Programme

**Dr Ferhana Hashem**

ICAP Internship Programme Leader  
Research Fellow

**NHS** **70**  
Ashford YEARS  
Clinical Commissioning Group OF THE NHS  
1948 – 2018

**NHS**  
Canterbury and Coastal  
Clinical Commissioning Group

**CENTRE FOR HEALTH SERVICES STUDIES**

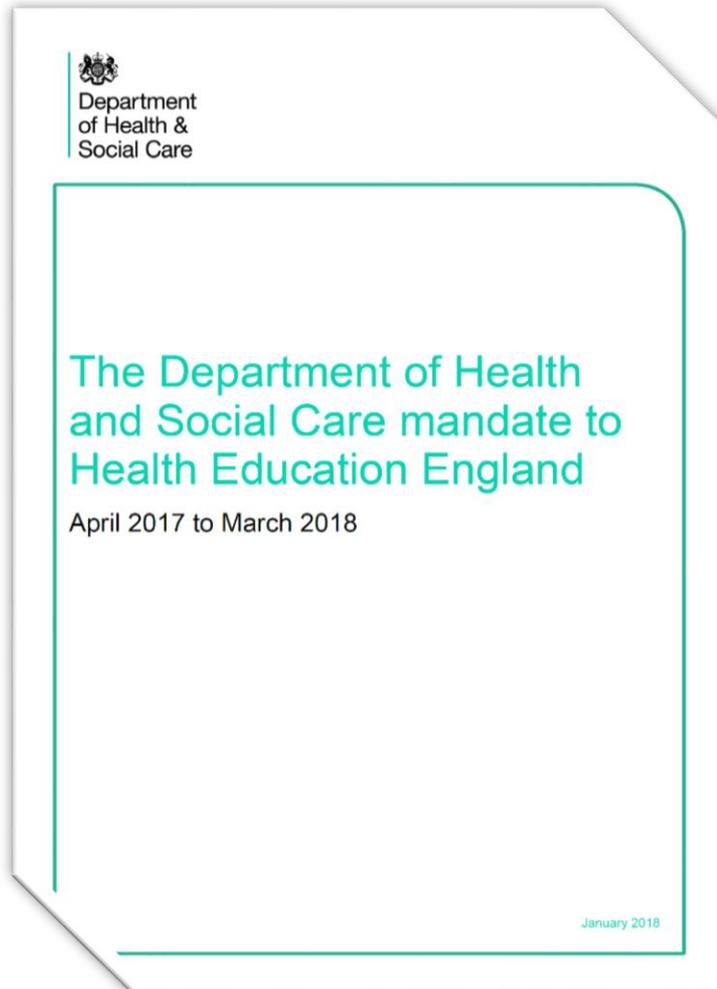


**EXCELLENCE  
IN HEALTH  
RESEARCH**

# Mandate from Government to HEE 2017-18

## 2017-18 deliverables:

*Continue to support clinical academic careers for all health professionals, including launching a further cohort of the HEE/National Institute for Health Research integrated clinical academic programmes in June 2017*



# Educational Outcomes

## ***Flexible workforce, receptive to research and innovation***

III. The workforce is educated to be responsive to changing service models and responsive to innovation and new technologies with knowledge about best practice, research and innovation, that promotes adoption and dissemination of better quality service delivery to reduce variability and poor practice

(The Department of Health & Social Care Mandate to Health Education England April 2017 to March 2018)

# Integrated Clinical Academic (ICA) Programme

The ICA programme, funded by **Health Education England (HEE)** and run by the **National Institute for Health Research (NIHR)** provides a range of opportunities to undertake fully-funded clinical research, research training and professional development, while maintaining clinical practice and salary.

The programme aims to develop the **clinical academic research leaders of the future** - with the potential to become independent researchers and lead their own research projects. Click on link:

<https://youtu.be/Y8ZVrruj7ew>



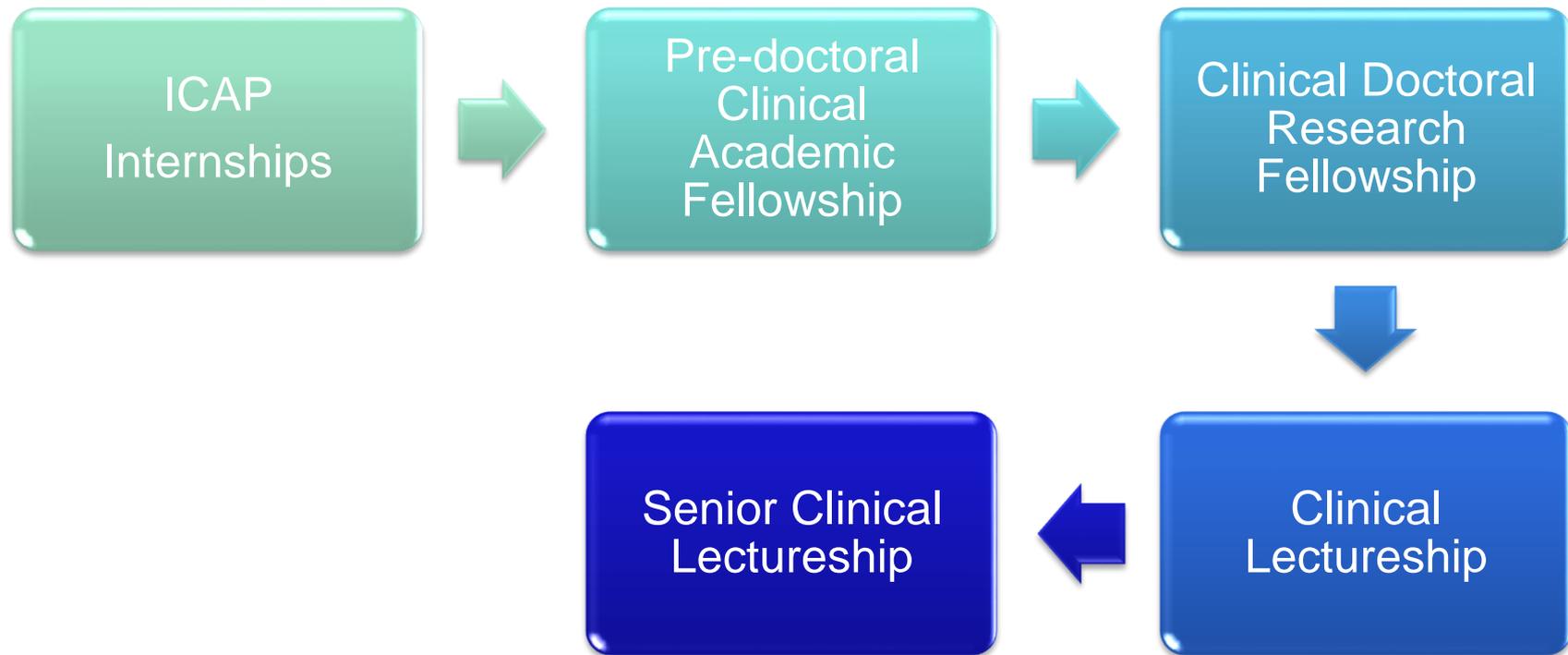
*Health Education England*



*National Institute for  
Health Research*



# ICA Programme's new internship pathway



# Aims of ICAP Internship scheme



- ❑ develop research and research capabilities throughout all levels of the NHS in order to enhance and diffuse evidence based practice (by providing research champions)
- ❑ provide the opportunity to develop a network of clinical academics so that learning, best practice and innovation can be shared and disseminated, both regionally and nationally
- ❑ support the development of clinical skills as well as research skills
- ❑ encourage research into areas related to HEE's Mandate or to education and training as a whole
- ❑ offer an insight into a career in clinical academia and provide experience which would support applications for further formal research training

# ICAP Internships: Outcomes



## **ICAP internships provide a range of both taught and academically supervised educational interventions to:**

- engage and expose the interns to the clinical academic research environment
- provide the practical skills to undertake a research project supported by an expert clinical academic supervisor
- confidence to apply their newly learned skills within their employing Trusts
- become research champions and consider a future clinical academic career to include formally accredited education programmes, either within the HEE/NIHR Integrated Clinical Academic Programme, or via other routes.
- Interns benefit from an enhanced ability to apply successfully for further formal research training.

# UoK 2017/18 ICAP interns Represented by Profession & Organisation

Role	NHS Organisation
MRI Reporting Radiographer	East Kent Hospitals University Trust
Clinical Specialist Physiotherapist Haemophilia	East Kent Hospitals University Trust
Junior Physiotherapist	East Kent Hospitals University Trust
Operating Department Practitioner	East Kent Hospitals University Trust
Extended Scope Practitioner - Physiotherapist	East Kent Hospitals University Trust
Research Nurse	Maidstone and Tunbridge Wells Hospital Trust
Occupational Therapist	Kent Community Health NHS
Clinical Lead Speech and Language Therapist	East Sussex Healthcare NHS Trust

# Examples of research project ideas from ICAP interns

Role	Research Project Idea
MRI Reporting Radiographer	To investigate the MRI brain imaging appearances of patients with small vessel ischaemic disease (SVID) with comparison to a control group
Clinical Specialist Physiotherapist Haemophilia	What is the current practice and perceptions of UK physiotherapists working in haemophilia in applying protection, rest and optimal loading, following acute ankle bleeding episodes in people with haemophilia?
Junior Physiotherapist	What is the optimum timeframe between the delivery of GVS sessions to elicit the maximum prolonged effect on balance in patients with Parkinson's disease?
Operating Department Practitioner	Could testing pre-surgical patients for true penicillin allergy at pre-assessment save costs, improve patient outcomes and help in the fight against antibiotic resistance?
Extended Scope Practitioner - Physiotherapist	Does a swimming rehabilitation class reduce pain, improve function and quality of life for patients with persistent low back pain?
Research Nurse	Are Pre-hospital Staff in the SELKAM Network Following National Guidelines for Suspected Spinal Injury?
Occupational Therapist	Does attending a Self-management group improve the well-being of people with MS?
Clinical Lead Speech and Language Therapist	The Relative Risk of Silent Aspiration between Aspirated Thin and Thickened Fluids

# Testimonials from UoK ICAP interns 2017/18

*“The ICAP internship has made me much more competent and confident in the process of research, from the initial phases of literature searching and appraisal, formulating research questions through to selecting and designing the most appropriate research methodology and implementing research. These skills will not only help me to develop my own research with support, but be better able to understand and participate in other research, such as in PI roles for other studies.”*

(ICAP Intern 2017/18 Physiotherapist)



# Testimonials from UoK ICAP interns 2017/18

*“the last time I completed a research methods module was over 15 years ago and much has changed. I feel more confident in my role as a physiotherapist in that I can confidently appraise recent literature relevant to my area of practice. I also would like to employ more patient engagement in the physiotherapy department and encourage colleagues to do the same”*

(ICAP Intern 2017/18 Extended Scope Practitioner – Physiotherapist)



Testimonials

# Destinations of UoK ICAP Interns 2017/18

Role	
MRI Reporting Radiographer	Recommended to apply to Bridging Programme for 2018
Clinical Specialist Physiotherapist Haemophilia	Registered with RDS support for application to NIHR RfPB grant
Junior Physiotherapist	Applied for Pre-doctoral Clinical Academic Fellowship (PCAF)
Operating Department Practitioner	Recommended to apply to Bridging Programme for 2018
Extended Scope Practitioner - Physiotherapist	Accepted to a funded PhD at an HEI
Research Nurse	Advised to apply for an MSc
Occupational Therapist	Applied for Pre-doctoral Clinical Academic Fellowship (PCAF)
Clinical Lead Speech and Language Therapist	Returned to USA

# NIHR's Strategic Review of Training

As part of the changes being taken forward following **NIHR's Strategic Review of Training** and feedback to both HEE and NIHR, **a bridging scheme** is being introduced to support individuals in ICA eligible professions who have completed or are about to complete a PhD and who are looking to undertake a post-doctoral level fellowship such as the ICA Clinical Lectureship.



TEN YEARS ON: ADAPTING AND EVOLVING TO  
NEW CHALLENGES IN DEVELOPING  
TOMORROW'S HEALTH RESEARCH LEADERS

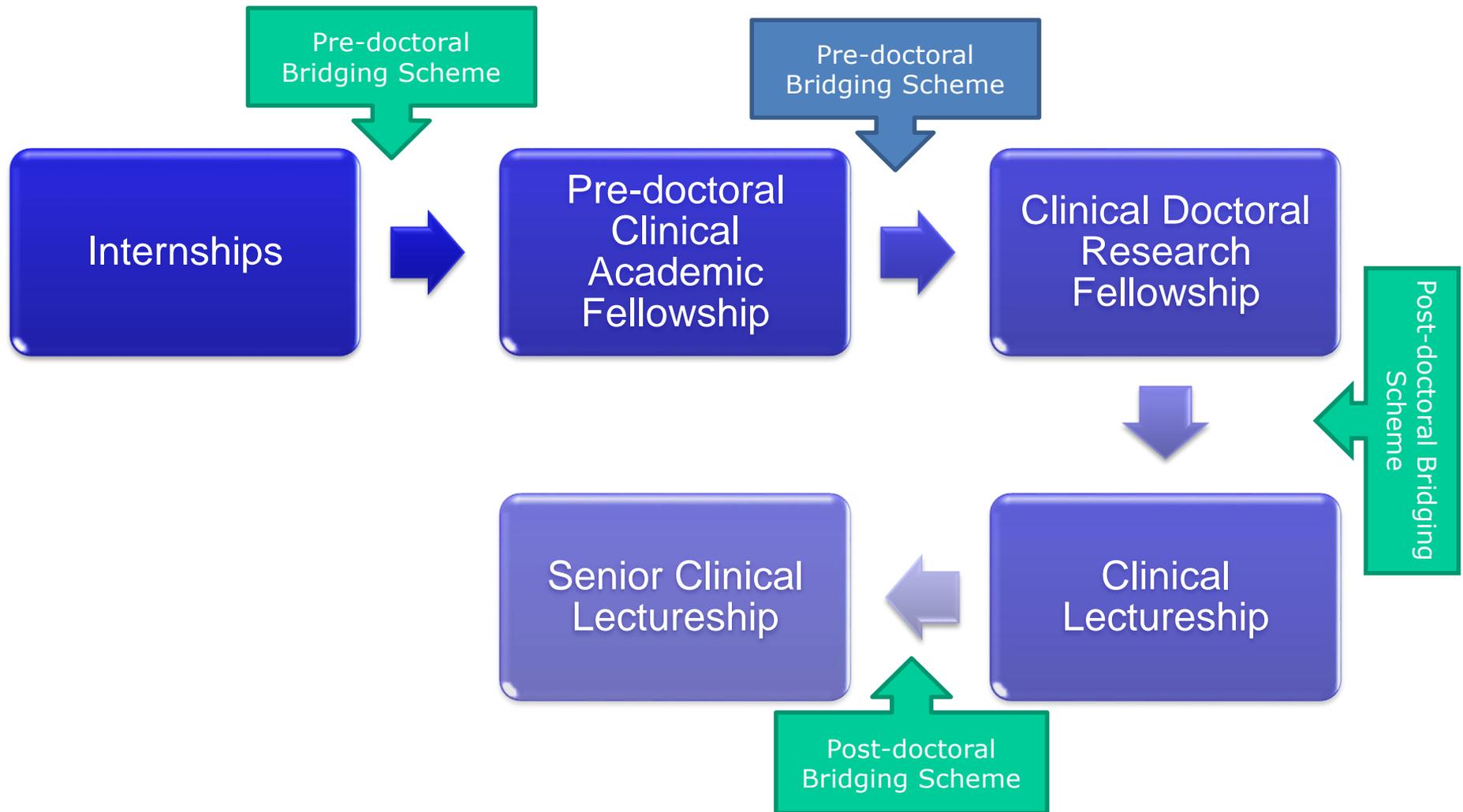
NIHR TRAINEES COORDINATING CENTRE

JULY 2017

# About the Bridging Schemes

**Bridging schemes** are a way of providing support to clinical academics to build on their previous academic training and develop proposals for a pre or post-doctoral award, and take the next step on their clinical academic pathway.

# ICA Programme Bridging Scheme falls within the new pathway:



# Aims of ICA Bridging Scheme at UoK



- ❑ Enable awardees to develop skills in higher-level reflection in relation to research based upon their discipline.
- ❑ Provide academic supervision and facilitate clinical mentorship to awardees to undertake research that builds upon a culture of critical evaluation and enquiry in relation to their health services setting.
- ❑ Develop opportunity for self-directed research and reflection.
- ❑ Immerse pre-doctoral awardees into a research environment and enable them to develop an independent piece of research in preparation for a PhD application
- ❑ Consolidate post-doctoral awardees academic training and development whilst supporting them in balancing their clinical service, and assisting them with developing an application for the Clinical Lectureship or Senior Clinical Lectureship

# Pre-doctoral bridging programme and local need

*“...I realised the structured approach to learning was not what I wanted and it was research and learning – how to put a proposal together that had attracted me...I want to be involved in research but I don't want to be on a structured course. I have met some great people through my attendance on the ICAP and I will be contacting [XXXX] after we finish the course as she has some ideas for research in paediatric anaesthesia that to be involved with”*



(ICAP Intern 2017/18 Senior Operating Department Practitioner)

*“I am still looking at different funding options that will ensure that I can continue to work in the NHS as a physiotherapist but also develop as a researcher”*

(ICAP Intern 2017/18 Extended Scope Practitioner -  
Physiotherapist)



# Contact

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