



**National Institute for  
Health Research**

**BEST RESEARCH FOR BEST HEALTH**

**IMPLEMENTATION PLAN 3.1**

**NATIONAL INSTITUTE FOR HEALTH RESEARCH FACULTY**

*Best Research for Best Health*<sup>1</sup> set out a 5-year Research and Development Strategy for the NHS in England. This Implementation Plan provides more details on one of the key components of that strategy: **The NIHR Faculty**. This document will be regularly updated. The latest version should be used.

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**Aim**

- Attract, develop and retain the best research professionals to conduct and support people-based research.
- Focus the talents of faculty members on health research that meets the current and future needs of patients and the public.
- Value both leaders and collaborators in health research.
- Provide ongoing support to the academic training paths of all healthcare professionals and other key disciplines involved in health and social care research, including mentoring.

**National Institute for Health Research Faculty Membership**

- The National Institute for Health Research (NIHR) Faculty will encompass research, clinical and support staff from all relevant professional backgrounds
- Faculty members will be those individuals:
  - who conduct or support patient- or people-based research; and
  - whose salary is funded, in part or in whole, from NIHR funding and/or DH Policy Research Programme (PRP) funding; and
  - who are employed by an NHS organisation or by a University.
- The NIHR/PRP funding which supports a faculty member's salary may be paid directly to their employer, or may be paid to a partner organisation which then makes a funding transfer to the faculty member's employer.

<sup>1</sup> *Best Research for Best Health: A New National Health Research Strategy*. The NHS contribution to health research in England. Department of Health. 2006.

**Honorary Membership**

- Honorary Faculty membership will be offered to individuals:
  - who are not Faculty members; and
  - who are conducting or supporting people- or patient-based research.
- This will encompass individuals employed by partner organisations including Industry.

**Categories of Faculty Member**

- There will be four categories of Faculty Member:
  - NIHR Investigators
  - NIHR Senior Investigators
  - NIHR Associates
  - NIHR Trainees.

**NIHR Investigators**

- NIHR Investigators will be all those Faculty members who are directly engaged in doing research (i.e. the main element of their salary related to research is a “Research Cost”).
- This includes all research staff working on a research project including lead researchers, other senior researchers, and research assistants.
- The main NIHR/PRP source of funding for the element of their salary which is related to research will be through funding for NIHR Projects, NIHR Programmes, NIHR Units, NIHR Centres or from PRP.
- Their salary may also, at local discretion, be funded in part from NIHR Flexibility and Sustainability Funding.
- It is possible, or likely, that the NIHR contribution will be only one element of an NIHR Investigator’s salary.
- It is possible/likely that an NIHR Investigator’s salary will also be funded in part from other sources of research funding (e.g. Research Councils, Research Charities or HEFCE).
- It is possible/likely that an NIHR Investigator’s salary will also be funded in part from other sources of NHS funding (e.g. patient care, and education and training).

**NIHR Senior Investigators**

- NIHR Senior Investigators will be the most outstanding leaders of patient and people-based research.
- They will be selected from NIHR Investigators through competition by an international peer-review panel.
- Selection criteria will be the excellence of their research in comparison to other research in their field, and the importance of their research to patients and/or the public in the short to medium term.
- In addition to the element of their salary cost which is funded from NIHR/PRP sources, they will be awarded a recurrent NIHR Senior Investigator’s Discretionary Fund to be used flexibly.
- NIHR Senior Investigators will form an NIHR College to provide a key source of advice to the Director of the NIHR.

**NIHR Associates**

- NIHR Associates will be all those Faculty members who support research led by others (i.e. the main element of their salary related to research is a “Service Support Cost”).
- This includes all clinical and clinical support staff who support research led by others including medical, nursing, pharmacy, imaging, and healthcare scientists.
- The main NIHR source of funding for the element of their salary which is related to research will be through funding for NIHR Research Networks, Experimental Medicine Facilities, and Technology Platforms.
- Their salary may also, at local discretion, be funded in part from NIHR Flexibility and Sustainability Funding.
- It is possible, or likely, that the NIHR contribution will be only one element of an NIHR Associate’s salary.
- It is possible/likely that an NIHR Associate’s salary will also be funded in part from other sources of NHS funding (e.g. patient care, and education and training).

**NIHR Trainees**

- NIHR Trainees will be the next generation of researchers.
- They will be those individuals whose salary is supported by NIHR Training schemes for Clinical Lecturers, Academic Clinical Fellows, Research Fellows and Research Students.

**NIHR Flexibility and Sustainability Funding**

- The purpose of NIHR Flexibility and Sustainability Funding is to enable a research-active NHS organisation to attract, develop and retain a cadre of high-quality research, clinical and support staff.
- It will enable NHS organisations to support the salaries of their Faculty members (including researchers who may be working in their partner universities) in a flexible manner.
- It will thereby enable NHS organisations to create and maintain a sustainable capacity for people and patient-based research.
- NIHR Flexibility and Sustainability Funding will be allocated to research-active NHS organisations.
- The amount allocated to each organisation will be in proportion to the amount of other NIHR income to that NHS organisation.
- NIHR Flexibility and Sustainability Funding will provide funding for salary costs of NIHR Faculty in clearly defined circumstances.
- It will only support salary costs, not running costs. It will include direct (i.e. salary) and indirect (e.g. payroll, HR) costs.
- One of the key purposes of this funding will be to enable an NHS organisation to support some or all the research-related component of an NIHR Faculty member’s salary where that component is not already provided by other research funding sources.
- NIHR Flexibility and Sustainability Funding can be used to support the salary costs of the following:

- the component of an NIHR Faculty member's salary which is not covered by other NIHR sources;
- new staff, who are expected to be Faculty members, but who have not yet obtained funding from the other NIHR sources;
- existing Faculty members who are "between grants";
- the time of Faculty members in preparing grant proposals;
- the time of Faculty members in contributing to the wider research endeavour (e.g. membership of peer review panels);
- the research-related time of NHS-employed administrative and secretarial staff who are supporting Faculty members in their NIHR-related work.

### **Establishment**

- The Department of Health will continue to work closely with key partners to ensure the successful establishment and operation of the Faculty.
- The first year of implementation was supported by the NIHR Faculty Implementation Group which met five times. The last meeting of this group was on 15th January 2007. The membership of the Faculty Implementation Group is shown at Annex A.
- A stakeholder consultation workshop was held on 20<sup>th</sup> June 2006, papers from which are available on the NIHR website at [www.nihr.ac.uk/faculty\\_implementation\\_group.aspx](http://www.nihr.ac.uk/faculty_implementation_group.aspx).
- Further advice on implementation will come from the NIHR Advisory Board and from sub-groups of the board delegated for specific advice.
- Establishment of the NIHR Faculty will commence from April 2007.
- The method of selection of NIHR Senior Investigators is currently being developed and it is expected that a first cohort of Senior Investigators will be identified during 2007.

## **NIHR RESEARCH CAPACITY DEVELOPMENT PROGRAMME**

The NIHR develops the research skills of future research leaders across all professions and disciplines important to applied health and social care research through our Research Capacity Development programme.

### **Aims**

- The NIHR Research Capacity Development Programme aims to build and support a skilled workforce capable of advancing high quality research with the aim of maintaining and improving health within a knowledge-based, patient centred health service.

### **Purpose**

- The NIHR Research Capacity Development Programme works closely with the research community, receiving advice and support through a number of Panels and Committees, to ensure appropriate systems are in place to build R&D capacity across the NHS, and to co-ordinate capacity building activity.

**Funding**

- The current annual programme budget for 2007 is £16.3 million. We plan to increase this in line with the recommendations, accepted by the Government, of [Sir David Cooksey's 2006 review of UK health research funding](#).

**Process**

- The programme acts mostly in response mode although calls in specific areas are advertised. It is intended that routine contract management will in due course be carried out by the NIHR Central Commissioning Facility.
- The network and unit strands of work are being aligned with the other English research networks and NIHR units.
- The NIHR Research Capacity Development programme will play a major role in supporting the NIHR Faculty, focusing on NIHR Trainees.
- The programme is managed by the National Co-ordinating Centre for Research Capacity Development (NCCRCD). This will continue to work closely with the UK Clinical Research Collaboration on supporting clinical academic careers.
- A major part of NCCRCD's programme of work is developing and supporting research training schemes including the Integrated Academic Training Pathway (known as 'Walport schemes')
- The NCCRCD will continue to be performance managed to ensure that they deliver against targets with a clear work programme and review dates.
- More information on the NIHR RCD programme can be found on their website at <http://www.nccrpd.nhs.uk/>

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## Annex A

### **NATIONAL INSTITUTE FOR HEALTH RESEARCH FACULTY IMPLEMENTATION GROUP**

#### Membership

Ron Kerr, United Bristol Healthcare NHS Trust (Chair)  
Stuart Bell, South London and Maudsley NHS Trust  
Dr Mike Burrows, Salford Primary Care Trust  
Professor Steve Smith Principal, Academy of Medical Sciences (AMS)  
Professor Kate Gerrish, Royal College of Nursing (RCN) Research Society  
Dr Russell Hamilton, Department of Health  
Professor Kevin O'Brien, School of Dentistry, University of Manchester  
Professor Peter Selby, UK Clinical Research Network (UKCRC)  
Dr John Williams, Wellcome Trust  
Professor Adrian Newland, Academy of Medical Royal Colleges, President, Royal College of Pathologists  
Neil Chapman, Leeds Teaching Hospitals NHS Trust  
Professor Michael Rees, British Medical Association  
Professor Ian Lauder, Academy of Medical Sciences (AMS)  
Professor Gareth Williams, Dean, Bristol University (CHMS)  
Paul Turner, Council of Deans  
Professor Sally Davies, DH  
Professor Sue Hill, DH  
Professor Nigel Mathers, Sheffield University  
Professor Jackie Campbell, Chair Research Forum for AHPs  
Dr Paul Hubbard, HEFCE  
Mike Fararr, West Yorkshire HA  
Professor Shirley Pearce, Loughborough University  
Dr Gareth Goodier, Addenbrooke's Hospital NHS Foundation Trust  
Dr Mark Walport, Wellcome Trust  
Professor Dame Jill Macleod Clarke, Council of Deans  
Cally Palmer, Royal Marsden NHS Trust  
Sian Thomas, Deputy Director, NHS Employers  
Rachel Green, Department for Education and Skills  
Professor Rod Griffiths CBE, President, Faculty of Public Health

#### **Secretariat**

Sarah Fox, Department of Health  
Dr John Wilkinson, Department of Health