

**Board for  
Academic  
Medicine in  
Scotland**



**Scottish Clinical Research Excellence  
Development Scheme**

**A Guide to the Scheme**

**January 2009**

# Scottish Clinical Research Excellence Development Scheme (SCREDS)

## 1. What is SCREDS?

SCREDS provides an integrated training and career development pathway enabling clinicians to pursue concurrently or sequentially academic and clinical training within the NHS. It facilitates both the attainment of a senior clinical academic appointment and the award of a Certificate of Completion of Training, CCT.

On the invitation of the Board for Academic Medicine in Scotland, the Scheme is operated by the universities in partnership with NHS Education for Scotland. Across the five Scottish universities there are more than 200 doctors who hold appointments within SCREDS.

## 2. Who is eligible for an appointment within SCREDS?

Doctors are eligible for appointment to a SCREDS post if they:

- are on the GMC's Specialist or General Practitioner Registers; **or**
- hold a National Training Number; **or**
- from August 2009, do not hold a National Training Number but have been appointed to a decoupled Core Training Programme recognised by PMETB and hold an equivalent Core Training Number.

## 3. Key principles of the scheme - an overview

- SCREDS covers three phases of academic and clinical training:
  - i. **Clinical Lectureships.** These appointments are made by universities with the support of the relevant postgraduate dean. They provide "in-programme" clinical specialty training as well as focussing on preparation for competitive entry to phase (ii). In addition they enable completion of clinical training where phase (ii) is substantially concluded. They are funded either directly by universities or by NHS Education for Scotland.
  - ii. **Appointments to undertake out-of-programme research.** These appointments focus on pursuing a substantive period of research leading to a higher degree, usually a PhD. They may be funded by universities but generally require funding to be obtained from a body recognised by the Chief Scientist's Office e.g. the Medical Research Council, Wellcome Trust, British Heart Foundation, Chief Scientist in Scotland, etc. Such appointments will normally be as a Clinical Fellow, though may be entitled Clinical Lecturer as determined by the university.
  - iii. **Appointments for advanced academic career development.** These are academic positions entered after achieving a higher degree by research, either before the award of a Certificate of Completion of Training (CCT) (e.g. Clinician Scientist or other Intermediate Clinical

Fellowship award) or after the award of a CCT (e.g. Intermediate Fellowship at Consultant level, Senior Clinical Fellowship awards funded by the Medical Research Council, Wellcome Trust or the Scottish Funding Council).

- All appointments within SCREDS are to substantive academic posts and are made by universities. Appointments require to be coupled with an appropriate honorary NHS appointment.
- Specialty or specialist registrars undertaking joint clinical and academic training and holding a substantive academic appointment within SCREDS will participate in a deanery-led Annual Review of Competence Progression (ARCP).
- Entry into each phase of SCREDS is competitive. However, return to a NES funded Clinical Lecturer post from an out-of-programme research appointment as a Clinical Fellow or Lecturer (where the research is substantially concluded and the purpose is to enable completion of clinical training and the award of a CCT) is not competitive provided the doctor already holds an NTN.
- The arrangements are flexible: entry into any phase and movement through it can be tailored to the needs of individuals and is for universities to manage, where relevant, in consultation with the postgraduate dean.
- Unless the holder is already on the Specialist or General Practitioner Registers of the GMC, all applicants must hold a National Training Number before they can take up any SCREDS appointment. However, from August 2009, it will be possible for candidates, who do not hold a National Training Number but who have been appointed to a decoupled Core Training Programme recognised by PMETB and who hold an equivalent Core Training Number, to apply for a SCREDS post.
- The SCREDS establishment is reviewed and coordinated annually by the SCREDS Operational Group established by the Board for Academic Medicine in Scotland. The Annual Review is informed by records of appointments to the Scheme showing:
  - i. university;
  - ii. discipline of research;
  - iii. specialty and date of prospective CCT; and
  - iv. academic title with source of funding.

#### **4. Appointment Opportunities within SCREDS**

- i. ***Clinical Lectureships.*** These are aimed at two groups of candidates. Those who;
  - have yet to undertake a research training fellowship. They have yet to obtain a doctoral research or higher degree and are broadly equivalent to an Academic Clinical Fellowship in England & Wales; and
  - have completed a clinical research fellowship and a higher degree, and are directly comparable to a clinical lectureship in England and Wales.

***Key features:***

- are available to support the doctor to the point of the award of a CCT.
- will normally provide for time within the appointment as follows: 20% for research training and 80% time for clinical training. This is a guideline ratio which may be interpreted flexibly over the period of the appointment, particularly where funding derives from the university. However, for NES-funded Clinical Lectureships the extension to total clinical training time within the appointment cannot be greater than 20% beyond the normal for equivalent non-academic trainees.
- are time limited.
- will have a university mentor.
- for NES-funded Clinical Lectureships:
  - Clinical training should not fall at any time below 50% of total training time. Where more than 50% of total training time is required for research purposes then that should be met by the university or by a Clinical Lectureship or Fellowship funded from another source.
  - Funding is not available to support an individual if, on leaving a “decoupled” Core Training Programme after August 2009, the doctor does not then obtain a National Training Number and progress to in-programme post core specialty training. They may however hold an out-of-programme clinical fellowship for a limited period before securing an NTN (see ii below).
  - Trainees holding such Lectureships, who fail to obtain entry to a research fellowship leading to an MD or PhD, would have to compete for a specialist NTN in the same way as a clinical trainee. They would lose their NES funded Clinical Lectureship if they were unsuccessful.
- can support return from out-of-programme research to pursue a CCT where the research work is substantially completed and there is a need to focus predominantly on clinical training.

***Applying for Clinical Lectureships:***

- Applications for a Clinical Lecturer in any specialty or research area (including general practice) will be handled as a separate process outwith the national recruitment and selection process for admission to specialty training in Scotland. These arrangements and their timetable are also distinct from those operated for recruitment to academic training programmes in England and Wales. The arrangements in Scotland are flexible: there is no fixed timetable for recruitment to such appointments.
- The appointments are made jointly with the NHS locally and the relevant Scottish university and deanery. They are supported by university contracts.
- Universities may advertise separately and seek to recruit competitively to such appointments at any time but within one year of allocation of any new NES funded Clinical Lectureship.
- Unless they are appointed to a recognised “decoupled” Core Training Programme, all doctors appointed to such a Clinical Lectureship will be required to hold an NTN in the relevant specialty **before** taking up the appointment. Applicants who already hold NTNs and who may be

specialty or specialist registrars are also eligible to apply. Applicants in core training programmes which are “decoupled” should note that they cannot be guaranteed the post-core specialty programme of choice unless they compete successfully for entry to such a programme and a suitable training “slot” is available.

- Successful applicants to specialty training programmes supervised by NES (who do not already hold a National Training Number but who are registered for a MD/PhD programme) may exceptionally be able to defer entry to the specialty training programme to undertake an appointment to undertake out-of-programme research. Deferral to undertake research is not permitted for those appointed to a “decoupled” core training programme.
- Arrangements will be made to accommodate a situation where a trainee in a specialty training programme appointment in one Scottish deanery but who subsequently competes for and is appointed to a Clinical Lectureship in a Scottish university aligned to a different deanery.
- Appointments in **Public Health**. All candidates for an academic appointment must hold an NTN number and be part of a specialty programme in Public Health or otherwise be on the GMC’s Specialist Register.
- Appointments in **General Practice**. Candidates should hold an NTN either as a result of on-going training in the specialty or in preparation for the beginning of such training.
- These posts will be advertised in the national medical press and may also be found on the Medical Schools Council website [www.clinicalacademicjobs.org](http://www.clinicalacademicjobs.org).

ii. **Appointments to undertake out-of-programme research: Clinical Fellowships.**

**Key Features:**

- Primarily confined to research work leading to PhD or MD. There may be provision for some clinical commitment.
- Competitive entry.
- Appointment duration – usually three or possibly up to four years subject to review.
- Appointments are advertised separately by universities, the Scottish Government and grant-awarding bodies (e.g. The Medical Research Council, The Wellcome Trust), or may be guaranteed at appointment where external funding supports an integrated clinical lectureship/clinical fellowship programme such as The Edinburgh Clinical Academic Track scheme (ECAT) ([www.ecat.mvm.ed.ac.uk](http://www.ecat.mvm.ed.ac.uk)).
- Core trainees who do not hold an NTN are eligible to compete for entry to a research fellowship leading to an MD or PhD. They would thereafter compete annually to secure an NTN in a specialist programme and in a region of their choice allowing them up to four attempts: once in core training; and once in each year of a three year research programme. Core training should be completed. It is not possible to enter a research fellowship leading to an MD or PhD after say only one year of core training without returning to core training.

- iii. **Appointments for advanced academic career development.**
- **Clinician Scientist/Intermediate fellowships** are funded by the Medical Research Council, medical charities, the Wellcome Trust, the Chief Scientists Office, NHS Education for Scotland and by universities. They are advertised by the funder, awarded competitively, require the applicant to have submitted a higher degree and are usually (but not exclusively) entered before the award of a CCT. Once the CCT with entry to the Specialist or General Practitioner Registers is obtained, the host university may seek an honorary consultant or equivalent contract for the fellow. There is no explicit commitment to a subsequent university post, but in specific circumstances this may be available.
  - **Senior Clinical Fellowships** are funded and advertised by MRC and the Medical Charities, are awarded only after intense competition to individuals with postdoctoral research experience and clear scientific independence. Appointees nearly always hold a CCT and an honorary consultant or equivalent contract is usual. In some cases there may be an explicit commitment to a subsequent university post.
  - **Scottish Senior Clinical Fellowships** are funded by a partnership between SFC and the universities, are competitively awarded to candidates with postdoctoral research experience and clear scientific independence, are available to individuals scheduled to obtain CCT in the year after advertisement or, where a CCT is held, to individuals obtaining a CCT up to 5 years prior to advertisement, carry an honorary consultant or equivalent contract, and are expected to lead to a subsequent university post subject to satisfactory progress.

## 5. Contacts

Enquires re potential vacancies within SCREDS should be made to:

- **Aberdeen:** Professor M Greaves, Head of School of Medicine & Dentistry, University of Aberdeen, Polwarth Building, Foresterhill, Aberdeen AB25 2ZD. [m.greaves@abdn.ac.uk](mailto:m.greaves@abdn.ac.uk)
- **Dundee:** The Dean, School of Medicine, Ninewells Hospital and Medical School, Dundee, DD1 9SY. [a.e.bell@dundee.ac.uk](mailto:a.e.bell@dundee.ac.uk)
- **Edinburgh:** Professor John Iredale, Professor of Medicine, University of Edinburgh, Queen's Medical Research Institute, 47 Little France Crescent, Edinburgh EH16 4TJ. [John.Iredale@ed.ac.uk](mailto:John.Iredale@ed.ac.uk)
- **Glasgow:** Professor John Connell, Professor of Endocrinology, BHF Glasgow Cardiovascular Research Centre, University of Glasgow 126 University Place, Glasgow G12 8TA. [J.connell@clinmed.gla.ac.uk](mailto:J.connell@clinmed.gla.ac.uk)
- **St Andrews:** The Dean of Medicine, Bute Medical School, Bute Medical Buildings, Westburn Lane, St Andrews KY16 9TS [medicaldean@st-andrews.ac.uk](mailto:medicaldean@st-andrews.ac.uk)