



Imperial College
Academic Health
Science Centre
Improving Patient Care

CLINICAL ACADEMIC TRAINING OFFICE (CATO)

Annual Review

2018-2019



Clinical Academic Training Office, Imperial College Academic Health Science Centre
<http://www.imperial.ac.uk/medicine/study/clinical-academic-training-office/>

Clinical Academic Training Office

2018-2019 Annual Review

Executive Summary

What CATO does

CATO acts as a liaison and central hub for clinical academics of all levels and professions across the AHSC to support clinical academic training broadly, but especially into MD/PhDs and beyond, to win funding from all potential sources but especially NIHR, and maximise our ability to win academic clinical fellowships and lectureships, and intermediate fellowships. The Team runs a broad range of activities to support this:

- Coordination and submission of bids to external funders for clinical academic training posts, e.g. NIHR, UKRI for a doctoral training centre in Artificial intelligence for healthcare, and CRUK Major cancer centre.
- Oversight and support for NIHR and locally funded medical clinical academic posts including welcome/induction, ongoing support, management of bursaries.
- Oversight and support for all clinical PhD fellows across Imperial, supplementing existing local support.
- Coordination, management and support of locally funded research fellowships, i.e. Wellcome Trust, BRC and AHSC funded clinical PhD programmes, Imperial Health Charity/BRC funded fellowships, Wellcome/FoM funded Postdoc Fellowships.
- Management of key committees driving clinical academic training activities.
- Delivery of 2 high profile annual research conferences to showcase the research being done by clinical academics and facilitate networking and encourage clinical academic careers.
- Provision of research careers guidance via events and 1-1 advice for all professions.
- Delivery of a programme of Masterclasses encompassing key health related research topics and research career development matters.
- Provision of research skills training, i.e. Starting out in Research course.
- Delivery of sessions aimed at specific groups, e.g. Preparing a Pre-doctoral fellowship application.
- Conduct annual surveys to understand the experiences of clinical academics at all career stages of training
- Development and dissemination of information and guidance regarding clinical training through newsletters, fact sheets, website and email communications.
- Facilitating and publicising links with other key Imperial College services/teams and Trust activities e.g. Imperial Graduate School, Postdoc & Fellows Development Centre, Imperial College Healthcare Professionals Academic Group, ICHT Therapies research workshops, RMH lunchtime seminars.
- Engaging with funders and other organisations operating in the clinical academic arena, e.g. NIHR, HEE, Wellcome Trust, London Medicine (London Higher)
- Considering needs and proposing options for the development of research skills and awareness for all clinical staff aligned to the AHSC.

How CATO works

The CATO Team is predominantly funded by the Imperial College AHSC and sits within AHSC organisational structures, but reports to Imperial College and ICHT. The work of the CATO Team is guided by the AHSC Education Committee, which reports in to the AHSC Joint Executive Group. Operationally CATO activities for doctors (predominantly) are overseen by the Clinical Academic Training Office Board, and for Healthcare Professionals via the ICHT Clinical Academic Research Committee.

The CATO Team consists of the Director, Prof Jeremy Levy, CATO Manager, Sam Hobbs and two CATO Coordinators, Kieron Blake and Tamsin Lock. The team works closely with Prof Mary Wells and Dr Caroline Alexander the Nursing and Therapies Research Leads for ICHT. The team also interacts regularly with the NIHR Imperial BRC and AHSC colleagues at The Royal Marsden NHS Foundation Trust and Royal Brompton and Harefield NHS Foundation Trust to take the work forward.

Key Achievements 2018-2019

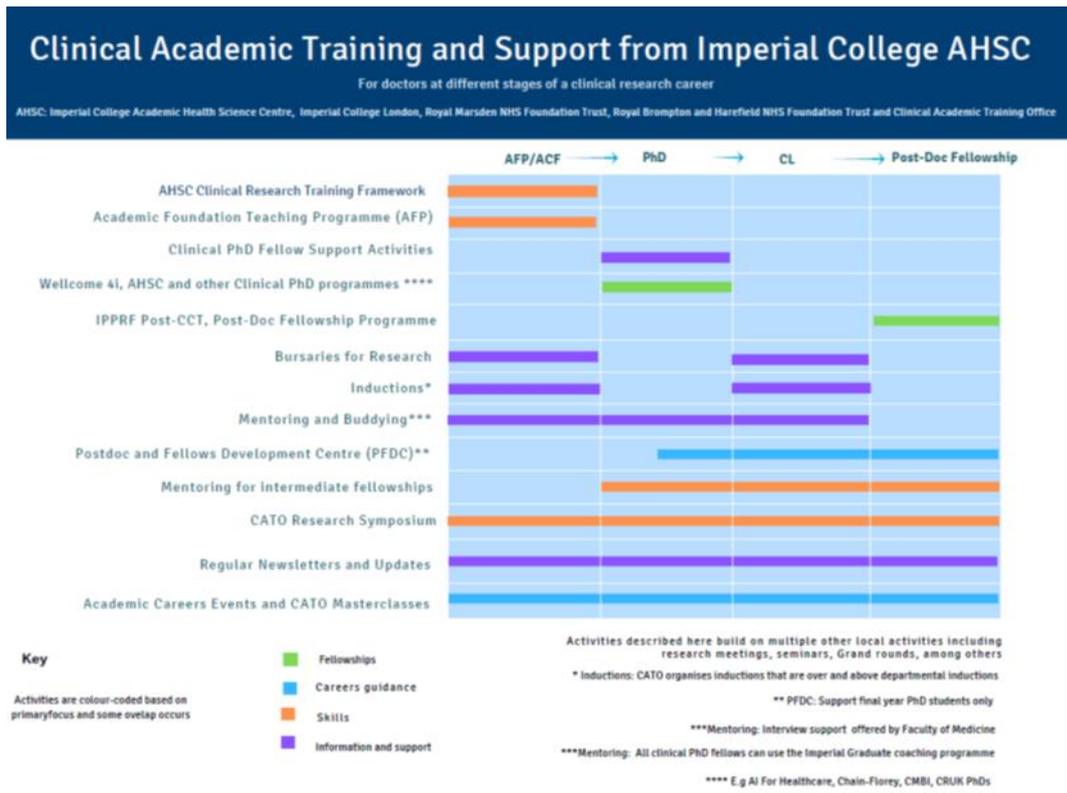
The review covers the period 1 April 2018-31 March 2019. During this time the CATO Team delivered a number of business as usual activities and successfully introduced new initiatives. Highlights include:

- Delivery of a popular programme of Masterclasses for clinicians of all levels and professions; topics covered included; *Improving use of genomic information, Maximising the success of your PhD, How do Universities and Funders assess the success of your research, Revolutions in public health research and how to access UK Biobank, and Measuring Quality of life in research, Using PROMS and PREMS, and patient focussed research.*
- Launch of a new AHSC-wide 'Mentoring for Research' programme aimed at Healthcare Professionals undertaking clinical PhDs.
- Introduction of a new session for Healthcare Professionals on 'Preparing a Pre-Doctoral Fellowship application' to tie in with the NIHR and ICHT/RBHT charity funded awards.
- Development and publication of an interactive infographic illustrating the support available for Healthcare Professionals at various stages of research experience across the AHSC.
- Planning and delivery of the second iteration of the AHSC *Starting out in Research* course.
- Successful recruitment of 3 talented intermediate level researchers to the Imperial Postdoctoral, Post-CCT Research Fellowship.
- Successful collaboration with Imperial College PostDoc and Fellows Development Centre to introduce a new programme of support for Post-Doctoral clinicians and final year PhD fellows.
- Successful recruitment of 8 clinical academic trainees to join the 4i fellows cohort to take up Wellcome/BRC/AHSC funded clinical PhDs in 2019.
- Developed effective links with the Chair and members of the new Imperial College Healthcare Professionals Academic Group.
- Winning NIHR funded ACF and CL posts (14 and 5 respectively).

Contents

Key Achievements 2018-2019	2
Contents	3
Training pathways for Doctors	4
Training and development for Healthcare Professionals	8
Clinical PhD programmes	12
Events, support and information/resources	13
Other activities.....	14
Ongoing developments into 2019-20 and looking forward	16

Training pathways for Doctors



Academic Foundation Training Programme

The Academic Foundation Programme gives medical graduates the ability to attain both the clinical training required of them as part of their Foundation Programme, as well as receive an introduction to academic medicine. Managed through the NWTFS (at HEE) up to 28 Academic Foundation Programme places are available each year across the North West Thames area. Imperial posts are among the most highly sought after and competitive.

A programme of teaching/support days specifically for AFTs is led by Dr Channa Jayasena, Director of the Academic Foundation Programme and supported administratively by the CATO team. During 2018-19, the AFT training programme was completely revised to allow better attendance and enhanced links with ACFs and clinical research fellows.

During 2018-19 CATO resolved issues over access to Imperial College resources, following discussions with HR colleagues (by assigning AFTs 'Visiting Researcher' status with the College) from the very start of their AFT posts, and enhanced their induction from foundation year 1 and links with CATO. The inductions would also enforce AFT's association with Imperial College London as an Honorary Clinical Research Fellow.

CATO further supported Academic Foundation Trainees during 2018-19 by coordinating a bursary process to fund the costs of research consumables during the academic block of their posts. AFTs are eligible to apply for £1000, funded by the NIHR Imperial BRC. In 2018-9 ~£6000 was dispensed via this process.

Academic Clinical Fellowships/Clinical Lecturer posts

Working closely with Academic Training Leads for each clinical specialty, CATO has oversight of ACF and CL posts and develops a relationship with trainees appointed to these posts. The relationship with ACFs and CLs starts early through the issue of a 'Welcome' email introducing them to key guidance prior to starting, and continues through regular updates, newsletters and events during the course of their posts.

Imperial, through CATO, submitted a bid to NIHR in March 2018 and won 14 ACF and 5 CL awards for posts starting during 2019. This was a reduction when compared to previous years allocations of posts, mostly resulting from a reduced NIHR research income into Imperial College.

The 18/19 award included 9 ACF posts available in a range of clinical specialties which will be recruited to in the usual way ("formula posts"). In addition, there are 5 ACF 'competition' posts in cross-disciplinary research themes to which trainees from a restricted selection of specialties may apply. Four CL posts were awarded via the formula route and an additional 1 competition 'themed' post.

Trainees occupy ACF posts for a maximum of 3 years and CLs for 4 years. Therefore, in the period 2014-2018/19, there are 75 current/'active' ACF posts spread across 28 clinical specialties. 44 (59%) of these current ACF posts are occupied by men. In the same period there are 39 current CL posts across 19 specialties. 22 (56%) of these posts are occupied by men, and 44 % by women. This is a gradual increase in the proportion of women in relation to previous years.

During early 2019, CATO coordinated the bid for NIHR funded posts to start in 2020. This year the internal bidding process conducted prior to submitting the final bid was particularly competitive and there was a significant oversubscription for the limited number of posts available. The process was made more challenging by NIHR's requirement that all departments hosting ACF posts should hold Athena Swan silver status.

ACF/CL career progression and next post destinations

Analysis of trainee data shows that a consistently high proportion of ACFs go on to undertake PhDs. In more recent intake years (2014-15, 2015-16) there is evidence of an increasing number of Clinical Lecturers going on to win Intermediate Fellowships.

Bursaries to support clinical academic trainees

There are 3 sources of funding available to Imperial NIHR funded clinical academic trainees to support their skills development and research activities. All 3 Bursaries are coordinated and processed by the CATO Team.

- **National Institute of Health Research Trainee Coordinating Centre Bursary (NIHR TCC)**, £1000 per year for conference and training costs, for ACFs & CLs
- **NIHR Imperial Biomedical Research Centre (BRC) Funding**, a maximum one-off payment of £1,000 is available to AFTs, £2,000 for ACFs and £4,000 for CLs to help fund consumables used in research projects.
- **Research Training Programme Award (RTPA)**, £4,500 for ACFs only to cover costs of Masters courses/modules

During 2019/19 a total of 109 individual bursary applications were approved and processed, resulting in an overall spend of £110k. Clinical Lecturers can also apply for external starter grants especially from the Academy of Medical Sciences.

CATO Administered Bursaries for AFT, ACF & CL posts						
2016/17			2017/18		2018/19	
BRC Funding (for Project Consumables)						
Post	Number of applications	Funds Awarded	Number of applications	Funds Awarded	Number of applications	Funds Awarded
Academic Foundation Trainee	10	£10,000	4	£4,000	6	£5,743.72
Academic Clinical Fellow	11	£20,367	11	£21,875.19	9	£17,024.92
Clinical Lecturer	7	£30,805	11	£34,266.20	7	£24,607.38
Total BRC funds Awarded (April 2018-Mar 2019)	28	£61,172	26	£60,141	22	£47,376.02
NIHR TCC Bursary (for conference/training costs)						
Academic Clinical Fellow	55	£27,301.07	72	£33,337.93	56	£27,664.88
Clinical Lecturer	35	£19,040.34	37	£23,709.84	22	£11,875.87
Total TCC funds Awarded (April 2018-Mar 2019)	90	£46,341.41	109	£57,047.77	78	£39,540.75
NIHR Research Training Award (for Masters or other courses)						
Academic Clinical Fellow (only ACFs eligible)	13	£33,392.16	12	£33,796.00	9	£22,333.95
Total RTA funds Awarded (April 2018-Mar 2019)	13	£33,392.43	12	£33,796.00	9	£22,833.95
All Bursaries: Total awarded 1 April 2018-31 March 2019	131	£140,905.46	147	£150,985.16	109	£109,750.72

Quality assurance of clinical academic training posts

In December 2018 the team issued the annual 'census' of ACFs and CLs to gather data on their current needs, challenges etc. 67 responses were received, representing a 53% response rate, slightly lower than the previous year.

Overall, trainees are very happy with their clinical academic training at Imperial College, progressing well, and well supported by academic supervisors and clinical TPDs. Their comments were very positive about CATO support and academic life and research training at Imperial. Almost all report no trouble achieving protected research/academic time. There has been an increase in the proportion of female CLs, and Imperial is supporting more ACFs and CLs working less than full time. Fewer trainees report hurdles trying to achieve a clinical academic career. HR issues remain a problem for a significant minority coming more from the Trust (but not just ICHT) than the College, especially for ACF's who have struggled with contract, payroll and placement issues. Family pressures continues to be a hurdle that trainees have faced in pursuing a career as a clinical academic. A report summarising the key findings and action plan for addressing concerns was published in February 2019 and the team is working through this during 2019/20.

In summer 2018 the team issued the first census of outgoing FY2 trainees from the AFT programme. The aim was to collect details including their experience/feedback on the programme, the usefulness of the teaching support provided, and future academic plans in conjunction with their clinical careers. No major concerns were raised.

Imperial Post-Doctoral, Post-CCT Research Fellowships (IPPRF)

CATO coordinated the recruitment process for the 2018 recruitment round for this fellowship, funded 50% by the Wellcome Trust ISSF award and 50% from the 'host' FoM department. The opportunity was re-named IPPRF from its' previous title of ICRF, to distinguish it from other similarly titled awards. Interviews took place in April

2018, the applicant field was considered to be very strong and ultimately 3 Fellows were appointed and took up their posts during late 2018/early 2019.

During summer 2018 a review of IPPRF (and its' previous incarnations, ICCL/ICRF) was undertaken between the CATO and FoM Research Strategy Teams. The conclusion, in discussion with the Dean, was that this was a productive award that should be continued, noting that at least one previous awardee had already gone on to receive an NIHR Clinician Scientist award, which was the primary purpose of the award.

Arrangements for the 2019 IPPRF opportunities continued unchanged from the 2018 round. Shortlisting took place in March 2019 and as with previous years there was a strong field of applicants. Sharing 50% of costs with Departments, the Wellcome ISSF fund would support 2 posts, but the NIHR Imperial BRC had agreed to fund one further fellowship. Interviews took place in April and, following a successful bid by the BRC to the ICHT Research Capability Fund, it was possible to make an additional fourth award. All four candidates accepted the offers and arrangements will continue during 2019 to set their awards up.

Intermediate Fellows/final year PhDs -Postdoc and Fellows Development Centre (PFDC)

Following College-wide consultation and scoping discussions, the PFDC support was extended to include clinicians and the expanded programme commenced in April 2018. The CATO Team worked closely with Lenne Lillepuu, the dedicated PFDC Consultant, to plan, promote and review delivery of the support. The programme is available to PostDoctoral clinical academics and also final year clinical PhD fellows. During the first year of delivery a wide range of activities were delivered, including:

- Welcome/Induction and cohort building sessions
- Networking opportunities through termly fellow and clinicians forum sessions
- Training and information sessions, including *Preparing successful fellowship applications, Persuasive communication, Managing your first research group*, and various research funder showcases
- Writing retreats, providing dedicated time, space and mentoring for writing fellowship applications
- Individual support, one to one meetings to discuss issues such as preparing CVs, job searching, planning fellowship applications
- Mock interview service, provided for applicants who have been shortlisted for fellowships and job opportunities

Feedback from the first year's programme was highly favourable and participant feedback has generated further ideas to extend the programme for future years, including introducing some women only sessions.

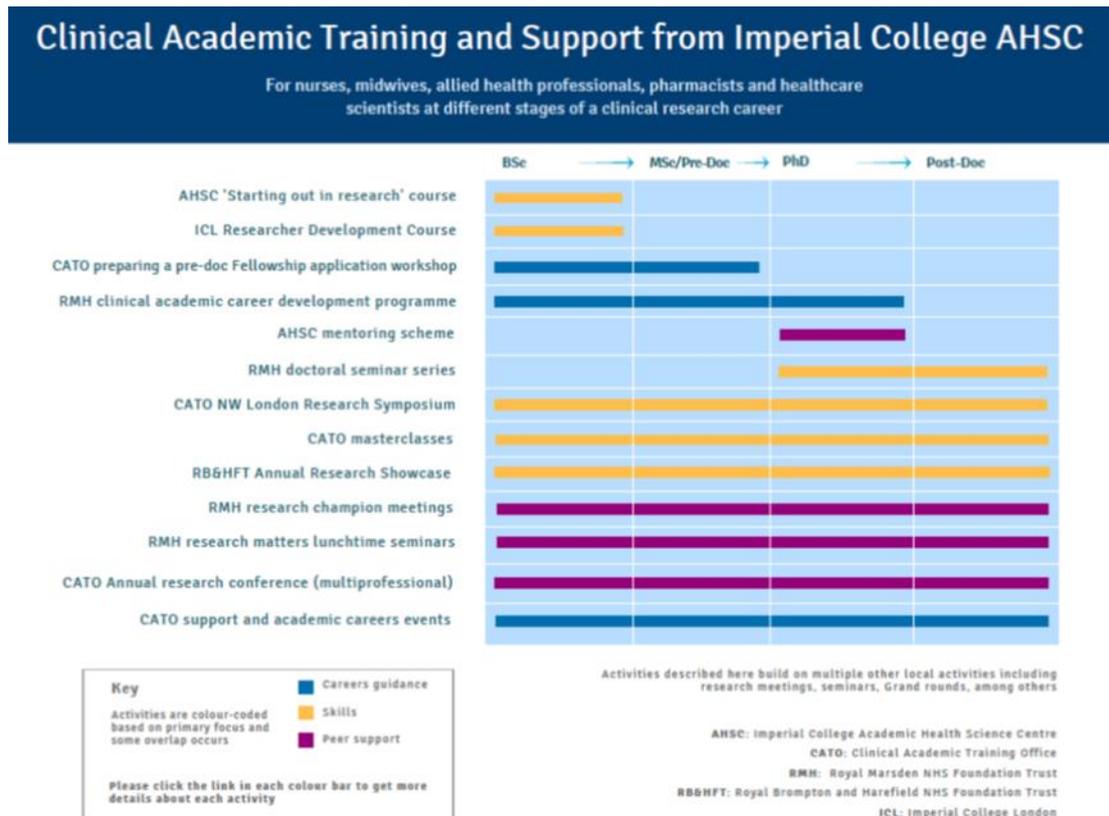
Imperial College Graduate School, Education Development Unit and Learning & Development Centre

During 2018-19 CATO took a number of opportunities to highlight and direct ACFs and CLs to take advantage of the free training available through the Graduate School and LDC. As part of their clinical academic training posts ACFs and CLs are expected to undertake at least 2 courses from the Graduate School programme (from the Masters stream for ACFs e.g., Mastering presentations, Research effectiveness, and from the Doctoral stream for CLs, e.g. Research communication, Research impact). In addition trainees should develop their teaching skills and take at least one course from the Education Development Unit.

Over and above this, with 'staff' status at the College, CLs are also eligible and encouraged to take courses from the LDC on topics such as leadership and project management.

The CATO Committee

This committee takes an overview of CATO activities, focussing predominantly on medical clinical academic posts (AFP, ACF, clinical PhD, CL and beyond) and has representation from all major clinical specialties, healthcare professions and AHSC partner members. The group met 3 times during 2018-19 in June, November and February and feeds into the AHSC Education Committee via the Chairman.



Activities to identify, support and develop the number of Healthcare Professionals engaging in research are undertaken by the CATO team, working closely with the ICHT appointed Research Leads, Dr Caroline Alexander (Therapies) and Prof Mary Wells (Nursing). In many cases the activities have been extended and offered to clinical staff from all AHSC partner organisations, whereas some activities have been devised and delivered specifically for ICHT/ICL staff only. There has been a major increase in these activities during 2018/9.

ICHT strategy: Research is Everyone's Business

This strategic plan was developed by Caroline Alexander and Mary Wells and launched in October 2018. It aims to build on existing strengths and develop a research culture across the Trust that will support and promote research impact on patient care. Although a plan developed for the ICHT context, many of the aspirations are of interest to other AHSC partner organisations and the strategy has been discussed at AHSC Education Committee. A number of the activities described are open for staff from all AHSC partner members to take advantage of. The plan was presented to the ICHT Research committee and feedback on progress will be communicated through this forum. Targets for 2019 are being put into action, and include:

- The launch of a 'Why Research Matters at Imperial' video, which is now played at the Trust's Corporate induction for all staff, conveying the breadth and depth of research activity and opportunity across ICHT.
- Research skills workshops (including critical appraisal, co-design of patient pathways, assessing the effect of clinical services, stats for non-mathematicians, searching for the evidence and dissemination skills) and online courses have been delivered to staff across the Trust.
- Two research courses, which successfully ran in the first half of 2019 and will be repeated in 2020:
 - AHSC Starting out in Research course (led by Mary Wells). This is a three day 'free' course introducing participants from across the AHSC to all aspects of research.
 - Researcher Development Course (Imperial College course, led by Caroline Alexander). This is a four-day course which has Imperial BRC bursary places for ICHT staff.

- A research information resource compiled for ICHT staff and available on the Trust intranet. This covers: An introduction to research; How to get involved in research; Professional Development for research; Developing a research proposal; Disseminating your research; Research at Imperial.
- A six-weekly Research staff forum for research nurses, midwives and clinical research practitioners.
- A new postgraduate research forum for research fellows at all stages (pre-post-doc) to share research ideas, progress and challenges in a supportive environment.
- Increased numbers of abstracts submitted and attendees at the annual NWL Research symposium.
- Increased numbers of applications and successes in pre-doctoral fellowships.
- Post-doc research fellowship scheme launched with the support of BRC.
- Stronger communication with BRC theme leads through an invitation to join the ICHT Research Committee.
- Strong links with the Imperial College Library and an increased number of lunchtime workshops including 'Writing for Publication'.

Infographic summarising AHSC support

During 2018-19 the infographic above, initially drawn up in 2017, underwent further refinements, and the finalised version was posted on the [CATO website](#). It is now downloadable as an interactive file including clickable links to further information about each activity listed and contact details for making enquiries.

Mentoring for Research

The AHSC Mentoring for Research programme was launched in summer 2018. It is aimed specifically at Healthcare Professionals undertaking PhDs. Initially the scheme was offered to a small number of fellows (8) who had been nominated by AHSC contacts. Prior to this, in February 2018, colleagues from across the AHSC were recruited and received training from the Imperial College Learning & Development Centre to be mentors for the programme. All mentees who joined the programme as part of the 'soft' launch have been successfully matched to mentors. Plans are in place to refresh the programme in 2019-20 and to recruit and train some additional mentors in autumn 2019.

Imperial College Healthcare Professionals Academic Group (HPAG)

HPAG, supported by a number of Trust post-doctoral healthcare professionals outside of medicine, was launched in October 2018. The launch event attracted over 80 professionals. The HPAG lead, Professor Pernilla Lagergren, is working on developing a clearer process for Trust staff to apply for honorary Imperial College positions. Two HPAG Seminars have been run this year, and a 'Writing for Publication' workshop.

Imperial Health Charity/NIHR Imperial BRC Research Fellowships

Following a meeting of the Charity Board in March 2018, 5 x fellowship offers were made, 2 for Pre-Doctoral Fellows and 3 for Post-Doctoral. The number of applications for this intake was considerably lower than previous years and during 2018/19 a significant amount of work was done by the Charity/BRC, ICHT Research leads and others to refine information and promotion of the scheme and identify and encourage potential applicants to submit to the 2019 application round. In addition to having a considerable number of 1:1 conversations with potential applicants this led to the Research Leads devising and delivering a new session in October 2018, organised by CATO called '*Preparing a Pre-doctoral fellowship application*'.

The efforts described above had a very positive effect and resulted in an impressive number of strong applications to the 2019 round of the Fellowships closing in January 2019, where ultimately 9 Pre-Doctoral and 1 Post-Doctoral Healthcare Professional fellows were offered fellowships, to start in the summer/autumn of 2019.

During 2018/19 CATO also introduced a new bursary scheme to support charity/BRC funded fellows to purchase specialised software programmes to support their research. The scheme had limited uptake in the first round and has been refreshed and rolled over for 2019 awardees to benefit from.

One to one support/application help for individuals

The research leads have supported many healthcare professionals who are interested in research. Bespoke support is provided to staff, who are at different points in their career, ranging from looking for career or research advice, to specific support for fellowship applications, to post-doctoral support for progressing their clinical academic ambitions. This has resulted in an increase in the number and standard of applications to fellowships.

AHSC Starting out in Research course

Prof Mary Wells took over convenorship of the course for 2019 from Prof Mary Morrell and it was re-named the Starting out in Research (SOIR) course. The course was administered by the CATO Team and ran over 2.5 days during January-March 2019.

A total of 40 healthcare professionals participated in the course, including 13 nurses, 7 healthcare scientists, 12 AHPs, 2 pharmacists, 2 members of research support staff, 1 midwife, 1 operating department practitioner and 1 social worker. Attendees came from all AHSC partners: 13 from RBHT, 11 from RMH and 16 from ICHT/Imperial College. The course also included coaching sessions on each course day delivered by NHS colleagues who were further along their research career journeys and were trained to support the attendees on the course.

Participant feedback on the course was extremely positive. Overall the sessions were highly rated and the attendees enjoyed the programme of talks scheduled and found the course to be well organised. The course will be repeated during 2019/20.

Other sessions and support delivered for Healthcare Professionals

- o ***NWL Research Symposium, Sept 2018***

The North West London Research Symposium for Healthcare Professionals took place on Thursday 27 September 2018 at Imperial College London. 113 Staff from multiple professions attended from across NWL area and the event was very well received. The programme was co-chaired by Prof Mary Wells and Dr Caroline Alexander with a keynote presentation from Prof Greta Westwood, Chief Operating Officer of the Florence Nightingale Foundation. There were 38 research abstracts presentations on the day, 36 by poster and 2 submitters selected to give an oral presentation. Attendees were also able to attend workshops on 'Everything you needed to know about audit but were afraid to ask', 'Preparing for a fellowship application' and 'Implementation Science: How do you implement research'.

- o ***Preparing for a Pre-Doctoral Fellowship***

In October 2018 the team planned and delivered a brand new event focussing on fellowship applications. This session was designed for any healthcare professional outside of medicine who was thinking about applying for a pre-doctoral fellowship award. Attendees came from Imperial College London, Imperial College Health Charity and Royal Brompton Health Trust. They heard talks from past fellowship applicants about their experience of the process. The second half of the afternoon gave attendees a chance to look through 2 template application forms and to discuss their ideas with their peers and Mary Wells and Caroline Alexander. All attendees found the session valuable and the majority stated that they intend to apply for a Pre-Doctoral fellowship in future.

- o ***Starting and Growing your Research Career***

On Tuesday 26 March 2019, over 30 attendees from across the Imperial College AHSC attended this afternoon session. The programme included talks on how colleagues have started their research careers and details about the research opportunities available and how to develop research CVs. This session is a regular feature of the CATO programme and will be repeated annually.

- o ***Researcher Development Course - bursaries***

During late 2018 the CATO Team coordinated a bursary application process offering 10 free places on this Imperial College course for ICHT staff (which ran March and July 2019). Funds to cover the course fee were provided by the NIHR Imperial BRC. Competition for bursary places was high - 26 applications were received for the 10 places available.

AHSC Education Committee and ICHT Clinical Academic Research Committees

A number of the CATO activities provided for Healthcare Professionals are driven by wider AHSC priorities considered at the AHSC Education Committee. This committee is Chaired by Jeremy Levy and administered by the CATO Team. Its remit covers both medical and Healthcare Professional initiatives and during 2018-19 attention was focussed predominantly on non-medical concerns. Both Caroline Alexander and Mary Wells are members of this committee and make significant contributions to the work undertaken. During this reporting period one major initiative directed by the Education Committee was the *AHSC Starting out in Research course* described above which was planned and convened by Mary Wells on behalf of the AHSC and was developed and delivered in collaboration with colleagues across the partnership. The *Infographic* summarising support across the AHSC and the *Mentoring for Research* schemes are also initiatives taken forward by the CATO team following discussions at the AHSC Education committee during 2017/18.

Locally at ICHT clinical academic activities are consulted and taken forward through the Clinical Academic Research Committee (CARC). This committee is chaired by Caroline Alexander, administered by the CATO Team and has representation from all major Healthcare Professions outside of medicine. CATO also links in with the Trust Education Committee. In addition to the CARC, there is a Nursing and Midwifery Research Committee, chaired by Mary Wells, which reports to the Professional Practice Committee, chaired by Chief Nurse, Janice Sigsworth OBE.

Dr Alexander and Prof Wells also represent Healthcare Professionals' interests on the CATO Board and the ICHT Research Committee.

Wellcome Trust NIHR Imperial BRC and AHSC funded PhDs (ICCIS, LFFMS)

During 2018-19 the team continued to support the trainees appointed to the Imperial 4i programme (immunity, inflammation, infection, informatics). CATO worked with the 4i panel during 2018 to support recruitment, induct and negotiate project proposals. In January 2018 a total of 8 fellows were made offers (4 x Wellcome, 2 x BRC, 1 x ICCIS, 1 x LFFMS). The first of these commenced their PhD in July and by end of September 2018 all fellows were in post. CATO has retained links with the fellows and maintained an overview of their progress through regular communications and cohort specific networking events.

In January 2019 interviews took place for the next intake of 4i fellows. Offers for 5 places were made (4 x Wellcome, 1 x BRC funded) with project proposals under review in May/June and all 2019 fellows expected to take up posts by October 2019.

During the year the team liaised regularly with the Wellcome Trust to provide updates on recruitment and comply with Trust requirements for reporting, both from the College and individual fellows.

Support for Clinical PhD fellows across the AHSC

The CATO team experienced some staffing disruption during 2018 resulting in reduced capacity to deliver all elements anticipated in the support programme for clinical PhD fellows. However, during April-July 2019 significant progress has been made to catch up on these objectives.

- *Masterclasses.* Masterclasses were delivered as planned, April 2018-March 2019 saw 4 events take place, some exclusively for PhD fellows, others on topics of interest to all career stages, topics included: Genomics, Public Health Data, Maximising success of PhDs and patient focussed research.
- *Web pages.* The PhDs area of the CATO website was re-organised to be more accessible and to highlight the additional support and resources being provided by CATO. During 2018-19 a series of 'fact sheets' were written to provide guidance on common issues experienced by clinical PhD fellows before, during and after their clinical PhD programme. The first batch of these were published in July 2019, a second set is planned for later in the year.
- *Newsletter.* From June 2018 onwards clinical PhD fellows were included in the distribution of the termly CATO newsletter. The readership was also expanded to include Academic Foundation Trainees, meaning that clinical academics at all stages of training have access to CATO news and updates and can see details of opportunities available to them at the next level of their careers
- *PhD Fellows Survey.* The first survey took place over Jan-Feb 2018 and the repeat is planned to take place over the summer of 2019.

CATO Conferences and events – overview

During 2018-19 the Team delivered a comprehensive programme of activities for clinical academics of all professions across the AHSC (see appendix). This comprised:

- 2 large research conferences: one multiprofessional event in June 2018, another for Healthcare Professionals only in September 2018
- 4 Masterclasses on topics including: Genomics, Public Health Data, Maximising success of PhDs and patient focussed research
- 3 careers events: 1 for doctors and 2 sessions for Healthcare Professionals (HCPs)
- 1 session on Preparing pre-doctoral fellowship applications for HCPs
- 1 Welcome/induction session: for ACF/CLs

Over and above this the team also recruited to and delivered the 3-day AHSC Starting out in Research course for Healthcare Professionals and arranged and took part in a number of other meetings/sessions for 4i PhD fellows and ICHT/BRC Charity research awardees and others for Academic Foundation Programme Trainees.

CATO website

Throughout the year regular updates and additions were made to the CATO website to keep the content current, post news stories and promote upcoming events. A particular focus for this period was developing the information available to Healthcare Professionals including the Mentoring for Research area and also publishing the interactive Infographic summarising all support available to HPs across the AHSC.

Newsletters and email updates

During autumn 2018 the team undertook a review of the distribution and look and feel of the CATO newsletters. As a result, the newsletter for Medics was extended to include Academic Foundation Trainees and Clinical PhD fellows in addition to ACFs and CLs, and a new, professional design layout was introduced for both the Medics and Healthcare Professionals newsletters. Both newsletters are issued termly and offer a digest of news, information, opportunities etc. and feedback from recipients indicates that they appreciate the information presented in this way.

In between the termly newsletters the team sends regular emails to trainees to keep them informed about opportunities that may come up in the months between newsletters.

General Data Protection Regulations

In the lead up to 25 May 2018 and weeks afterwards the team spent time reviewing processes to ensure CATO systems and policies were compliant with GDPR requirements. This included reviewing retention of paper and electronic files, explaining to users of CATO events how their data would be kept and giving them the freedom to opt out, and reviewing the questions asked during surveys/online bookings to ensure that only relevant data was collected in the first place. Implementation of GDPR also necessitated migration from one online platform to another to ensure that data collected for bursary applications would be stored in a safe and GDPR compliant system properly supported by the College.

GMC sponsorship scheme for International Medical Graduates

Imperial College London, coordinated by CATO, provides General Medical Council (GMC) sponsorship (approval) for well-qualified and highly recommended international medical doctors, who wish to undertake part of their research in the UK.

During April 2018-June, some refinements were made to the CATO guidance for the scheme's application process, e.g. updates to application forms, web information, to reflect the new GMC requirements for candidates' language skills as well as the requirement for qualifications to be authenticated by the Educational Commission for Foreign Medical Graduates (ECFMG). In March 2019, the scheme pages of the CATO website and documents were further edited to reflect a new exception in the English Language requirement. CATO information was also updated to give applicant's details about the GMC's *Welcome to UK Practice (WtUKP)* workshops and encourage successful applicants to the Imperial scheme to attend one of these sessions.

5 Doctors successfully applied through the Imperial College GMC sponsorship scheme during 2018/19, 2 from Egypt, 1 each from Nepal, Russia and USA.

Engaging with funders, statutory bodies etc.

In the course of the year the team continued to develop working relationships with key organisations and their representatives and contacts to ensure effective reporting, represent the needs of clinical academics and share best practice.

Most notably the team liaised with NIHR over the bidding, funding and management of medical posts Integrated Academic Training Pathway (IAT) and also applications to the Integrated Clinical Academic Programme (ICA) for Healthcare Professionals. The team also interacted regularly with the Wellcome Trust for the recruitment and reporting of fellows to the 4i clinical PhD programme. CATO also regularly liaises with Health Education England over the recruitment and management of AFT, ACF and CL posts – meeting with them on a number of occasions throughout the year.

The team also interacts regularly with local Imperial funders and teams including the NIHR Imperial BRC, the Imperial Health Charity, the FoM Research Strategy Team and the MRC London Institute of Medical Sciences.

Clinical Research Training Framework

In the latter part of 2018/19 the Team, on behalf of the AHSC Education Committee, took forward the development of a new research skills training Framework aimed at defining and developing the *skills that an academic clinician of any professional background requires in order to support clinical research*. Completion of the Framework over 18-24 months will result in a certificate of completion from the AHSC allow the user to work towards a number of educational outcomes, and will signify that the individual has extensive core skills and knowledge of clinical research. This certification would be of use both in supporting clinical research but also enhancing the care provided within the NHS and it can be used by staff during appraisal, performance review, revalidation and personal development, and as evidence of research skills acquired.

The content and format of the Framework was consulted on widely through the CATO Board, AHSC Education Committee, Clinical Academic Research committee and other groups, and the document has undergone a number of iterations prior to sign off in June 2019. A comprehensive communication and publicity campaign has been planned to launch the Framework widely across the AHSC.

Outreach

Prof Levy attends multiple events to support recruitment into clinical academic training (not just for Imperial College) e.g. at the Royal Society of Medicine, for HEE in London, for Imperial College medical students, BMJ careers fair etc.

Athena Swan Charter

Athena Swan recognises advancement of gender equality: representation, progression and success for all. CATO fully supports activities to recruit and retain clinical staff into clinical academic careers, especially woman and others with family/caring responsibilities. Significant effort is made to ensure proper representation of women on all interview panels, and delivering lectures, masterclasses etc. An increasing number of female academics have been retained into clinical lecturer posts in the last year.

Working with the NIHR Imperial BRC

CATO works closely with the Imperial NIHR BRC; CATO supports all education and training activities of the BRC; funds are provided for research support of clinical academic trainees; Prof Levy sits on the BRC research committee; CATO support patient engagement in research with the BRC PERC, Masterclasses and workshops.

Ongoing developments into 2019-20 and looking forward

During 2019-20 will deliver its regular programme of activities, with particular focus on the following:

- ***Clinical Research Training Framework***

Following final sign off in June a far-reaching publicity plan has been developed to raise awareness and encourage clinical staff to use the new research skills Framework. The staff groups, committees and channels targeted are many and varied and the awareness raising campaign will run for a number of months from September 2019 onwards.

- ***Support for clinical PhD Fellows***

Further work will be made on the good foundations already laid to support PhD Fellows. This is still a significant and widely dispersed group of clinical academics and raising awareness of what CATO already does and how the team can help will be stepped up during 2019-20. The census will also be repeated in summer 2019 and an action plan devised to address issues concerned raised and inform the overall CATO plan going forward.

- ***Wellcome Trust/NIHR Imperial BRC/AHSC funded 4i programme – Research Symposium***

The first cohort of PhD fellows started during 2017 and are now 2 years into their programmes. To showcase their work, celebrate the 4i programme, and highlight the progress being made by the 2018 and 2019 cohorts CATO is organising a celebratory symposium, which will take place in December 2019. The event will also include a high-profile keynote speaker and Wellcome Trust and senior faculty colleagues will be invited to attend.

- ***AHSC Strategic Deliverables***

During 2019/20 the Team will continue to deliver the plan of CATO activities proposed through the AHSC Education Committee and approved by the Joint Executive Group of the AHSC.

- ***Working with the Institute of Cancer Research***

It is anticipated that ICR will join the AHSC partnership in summer 2019. Once formalised the CATO team will meet with key individuals at ICR to establish the support they already provide for clinical academics and agree priorities for how CATO can complement this.

APPENDIX

CATO Programme 2018-19

- **3 May 2018: *Where to start if you've been thinking about research***
Research careers event for Healthcare Professionals
- **8 May 2018: *CATO Masterclass - Improving use of genomic information" Including accessing the 100,000 Genomes project***
Evening session for all healthcare professions and levels
- **27 June 2018: *CATO Research Symposium***
Multiprofessional session showcasing research from Academic Foundation up to CL level
- **27 September 2018: *North West London Research Symposium for Healthcare Professionals***
Research showcase event with career journeys and workshops for non-medics, all levels
- **2 October 2018: *Preparing for a Pre-Doctoral Fellowship Application***
Afternoon session to help applicants think about and prepare applications for Healthcare Professionals only
- **23 October 2018: *Academic Opportunities for Junior Doctors***
Afternoon session on how to develop a career in Academic Medicine, with an overview of main opportunities available
- **1 November 2018: *CATO Masterclass - Maximising the success of your PhD and How do Universities and Funders assess the success of your research***
Evening session for all healthcare professions and levels
- **7 November 2018: *ACF and CL Induction***
Short session for Doctors only, introducing Clinical Academic Training support available
- **January – March 2019: *AHSC Starting out in Research Course***
A 3-day course giving a broad introduction to research, for Healthcare Professionals only
- **24 January 2019: *CATO Masterclass - Revolutions in public health research and how to access UK Biobank data: An update for all Clinical Academics***
Evening session for all healthcare professions and levels
- **23 March 2019: *CATO Masterclass - The rapid development of academic work on Quality of life, PROMS and PREMS, and patient focussed research***
Evening session for all healthcare professions and levels
- **26 March 2019: *Starting and Growing your Research Career***
Research careers event for Healthcare Professionals