

**SCHOOL OF MEDICINE POLICY**

**THE SCOTTISH CLINICAL RESEARCH EXCELLENCE DEVELOPMENT SCHEME (SCREDS)**

1. **Description.** [SCREDS](#) is a scheme financed by NHS Education Scotland (NES) to provide 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). **Clinical Academic Careers** in St Andrews and **NHS Fife Steering Group** manage the process.
2. **Terminology.** SCREDS lecturer is a nationally recognised term for a research only junior clinical academic. TURAS maps the training of junior doctors.
3. **Benefits of SCREDS posts:**
  - a. Contribute to the upskilling of NHS Fife workforce.
  - b. SCREDS lecturers, as employees, are REF returnable and count to SSR<sup>1</sup>.
  - c. Improves environment and makes St Andrews eligible for national schemes
4. **Selection process.** This is an adaption of the NES protocol:
  - a. Hospital based candidates are approved by the NHS PG Dean following interview and allocated to a health board(s<sup>2</sup>) that allows sufficient clinical training to achieve CCT and the partner medical school. GP candidates are selected by the school and approved by the NES Director for General Practice. At present we are allocated 1 every 2 years. This is planned to go up to one each year.
  - b. Participants are employed by a University on a full time contract and hospital Specialty Trainees (STs) are expected to do 1 day a week of research and 4 days of clinical service or equivalent if working on a shift pattern. They are engaged for a fixed period of between 2 and 4 years depending on their clinical career stage and expected CCT date. GP SCREDS are appointed for 2 years in GPST 3&4 and work 50/50 clinical and academic.
  - c. The SCREDS appointment finishes on completion of Certificate of Completion of Training (CCT). After that the appointees may be appointed to an academic, specialty, NHS consultant or GP post. In each of these 3 cases the doctor may have a fractional appointment in academia and the NHS. There may be a 'period of grace' of up to 6 months between the CCT and permanent appointment during which time the clinician occupies temporary roles e.g. as locum.
  - d. PhD students who are junior doctors exiting from recognised DTP programmes (e.g. Welcome and matched posts) and who hold a national training number will transition to SCREDS. See advice from NES.

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<sup>1</sup> SCREDS lecturers can supervise BSc honours projects, do a very small amount of discipline-specific teaching and be associate PhD supervisors

<sup>2</sup> this may be multiple health boards depending on clinical curriculum requirements.

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- e. GPs who are post CCT may apply.
- f. An application documenting is sent to the relevant PG Dean for approval.
- g. National SCREDS opportunities are advertised and Glasgow University manage the recruitment process. GP SCREDS are advertised by St Andrews and recruited by St Andrews staff with external participation.

### Funding and recovery

- 5. SCREDS posts are funded by NES but due to a complex arrangement which the medical schools cannot influence the grant to support **senior** SCREDS (beyond ST4) does not quite cover their wage costs but does cover early or middle career SCREDS and GPs. It is not possible to select only early or mid-career SCREDS candidates. Most medical schools consider that the significant income generated from UG education is used to pay the small loss generated by having senior trainees in SCREDS posts. 0.2 FTE senior SCREDS post holders provide good value at 0.2 FTE for £10,000 per annum so the debate is not so much about value for money rather the mechanism of approving the posts.
- 6. Funding flows from NES to the local health board and the university invoices the board for wages:
  - a. The NHS clinical specialty team within which the potential candidate is working agree that a 0.2 wte reduction in clinical time can be accommodated;
  - b. The potential applicant's Training Programme Director agrees about their suitability;
  - c. An appropriate project (Research or Education) and academic supervisory team are identified;
  - d. Since NES funding covers to the mid-point of the salary scale the University must agree to pay the difference – which may be significant for senior trainees. This will be managed by adding this component of the wages to the complement model.
- 7. In the period 2025-2028 a target of 8 SCREDS posts at St Andrews.
- 8. Funding is fixed term and stops for interruptions.
- 9. Mat leave. NES will pay for maternity leave but health board pays for locum appointments to backfill
- 10. Less Than Full Time (LTFT) SCREDS posts are permitted and funding is pro rata.
- 11. Medicine FAS is the lead on recovering funds from NHS Boards and NES in relation to GP SCREDS. agreement for additional work

## Contracts

12. A fixed end date should be listed on a contract, although that can move if forced by illness, maternity, delayed training etc. promotion to consultant trumps end of contract date and

13. Locum and overtime work. This involves a recharging exercise where the Clinical lead and service manager<sup>3</sup> are involved.

14. Travel expenses. NES rates should be applied

15. Conferences and academic training. These fall to the university. TPD has to sign off on a conference attendance

16. Pension scheme. Make exception with SPPA. Assume ok. Recharge pension costs to health board

17. Visa costs. Paid by St Andrews HR Team

18. Line manager. agreed on a case by case. Senior clinician. Mentor needs to be in a research group. St Andrews will only look to take up a SCREDS who has access to an existing relevant research team. Hard to support a SCREDS post if there is no appropriate academic supervision or mentorship however this doesn't need to be necessarily from the same speciality. Would need to be assessed on a case by case basis.

## 19. Management

a. **SCREDS strategy forum.** The academic group who look for opportunities and candidates.

b. **St Andrews SCREDS operational Working Group.** Tasks to manage contracts, recovery, recharging etc. Meet 6 times per annum. Agenda is to operationalise individual appointments and likely future appointments. Attendance; School Coordinator, HR BP, FAS business partner, Wellcome DTP lead, PW, FS, Sam Cobain.

c. **Technical manual.** This document

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<https://www.scotlanddeanery.nhs.scot/trainee-information/training-management-team/>