



GW4-Clinical Academic Training (CAT) Programme for Health Professionals (HP) Information for Supervisors

We have produced this guidance in the form of FAQs for Supervisors to clarify the Wellcome Trust funded GW4-CAT HP Programme and requirements for GW4-CAT HP PhD Fellows. The universities of Bath, Bristol, Cardiff and Exeter are involved and fellows on the Programme are registered health professionals and vets only.

All supervisors must have the time and support from their department and organisation to take on the responsibility of supervision.

What/who does the GW4-CAT HP 'supervisory team' consist of? Each supervisory team has one Senior Supervisor who is identified by the fellow after discussion and prior to preparing a PhD Project outline from the approved list of supervisors, i.e. senior academics who submitted their CV as part of the Wellcome Trust (WT) funding application or have joined since. Choice of senior supervisor determines the fellow's 'home' university for purpose of PhD registration, staff contract and governance. Co-supervisors should be selected to reflect the interdisciplinary and interinstitutional nature of the GW4-CAT HP Programme. Ideally at least 2 of the 4 institutions should be involved.

How is the fellow appointed? Health Professionals and vets with research experience and a competitive CV apply to the funding call. After a shortlisting exercise (in line with WT and MRC processes), applicants are interviewed by a panel of GW4-CAT HP Board and Steering Group Members representing the clinical specialties and the universities of Bath, Bristol, Cardiff and Exeter and an external member. Applicants are not expected to have a fully formed PhD idea at interview as they will be encouraged to 'think outside the box' and to push themselves out of their comfort zone. The programme directors encourage fellows to take the opportunity of this PhD training fellowship to develop a 'toolbox' of skills.

How many fellows are appointed each year? Up to 5 places are available each year. We appoint on excellence and potential for a future clinical academic career, rather than clinical discipline or choice of home institution.

What is the process of preparing a PhD Project outline? Appointed fellows participate in the introductory week and will have several months to prepare a PhD project outline. For most people this time will be funded by other sources and the project may have to be prepared during annual leave, weekends or at other protected research times such as an academic clinical fellowship. The supervisory team and any collaborators will be identified during this time and the fellow will work closely with the senior and lead supervisors, a GW4-CAT HP Director and Programme Manager, to prepare a PhD project outline. This includes the preparation of a project budget. Two forms need to be completed – one for the Wellcome Trust (to be submitted online) and one for the GW4-CAT HP Programme. The fellow is interviewed on the project outline by the GW4-CAT HP directors prior to start date.





What does the WT funding cover? Funding covers a 3 year (or fte) clinical salary in line with the fellows' current pay and conditions (to be agreed prior to starting); a consumables budget which is appropriate to the project (expected to be between £15-35k in total), animal costs (if required), PhD home fees and a one-off contribution of £5k towards travel and training. It will not generally cover equipment costs. Once agreed by GW4-CAT HP, management of the budget will fall to the fellow as grant management is part of training.

Is there a difference between a GW4-CAT HP fellow and a bioscience postgraduate? Many of the generic training courses for PhDs will be relevant to GW4-CAT HP fellows. However, in most cases the health professionals and vets appointed will have spent a few years in clinical training and career and may well have attended training modules in management and leadership skills and tend to have more life experience than a typical postgraduate undertaking a PhD. There are also time constraints, particularly for medics and dentists, who will be expected to return to complete their clinical training to receive their Certificate of Completion of Training (CCT) so that they can progress their clinical academic career.

Can a Supervisor supervise more than one GW4-CAT HP fellow? Please see the [guidance document](#) relating to Supervisory Team terminology – available on the website

Do GW4-CAT HP have progress monitoring requirements in addition to the home institution/faculty/school? Yes, although we do not want to duplicate what already happens, we do need to be able to track progress and capture all training and output from the fellow and we will be asking whether you are willing to share information and reports (with permission). In addition, each fellow will have an annual review with the GW4-CAT HP directors. Senior and lead supervisors will be invited to attend this review.

Why do fellows have to identify a separate mentor? A clinical mentor is identified by the fellow and this could be someone that has an existing relationship and advises on career progression or issues with work/life balance. The mentor should be independent from the science and PhD project, and may be someone from the same clinical speciality or discipline as the fellow.

What reporting does the Wellcome Trust require? The WT have asked us to report information on cohort achievements (e.g. awards, prizes), further details on new senior and lead supervisors, and metrics related to number of applications and appointments to the Programme.

What role does the GW4-CAT HP office hub play? The Programme Manager and Administrator are the first point of contact for any queries relating to all aspects of the programme. They can advise fellows and supervisors as well as deal with the administrative challenges associated with a doctoral training partnership across 4 institutions and work closely with colleagues in finance, HR and postgraduate administration.

How do I become a Senior Supervisor if I am not already listed? We ask for an expression of interest and a copy of your CV. Please visit our website for the criteria a potential Senior Supervisor would be expected to meet. For each new supervisor, the WT have asked us to provide information on the number of students supervised to successful completion, the number of current clinical PhD fellows and the total number of current PhD students/fellows. It is expected that all lead supervisors have a good track record of students supervised to successful completion.

Is the GW4-CAT HP Programme related to any of the other GW4 DTPs? No, not directly as this programme is for registered health professionals and vets. However, we realise that supervisors have





students from other GW4 programmes and all PGRs can access training across the GW4 institutions. Other funded DTPs may have clinicians registered and in which case, we would reach out and invite them to share some of our GW4-CAT HP activities and training. Please let us know if you have a clinician who would be interested in being invited.

Expectations of the Wellcome Trust for the GW4-CAT HP PhD Programme.

Wellcome's intended short-term outcomes:

- To fund bold and creative high-quality research
- To support capacity building of academic health professionals
- To create and support positive and enabling research ecosystems

Wellcome's intended medium- and long-term outcomes:

- To build and empower a diverse and creative clinical academic workforce that can solve urgent health challenges and bring new insights into how life works
- To positively transform the culture that health research is embedded within

Supervisors must commit to supporting a positive research culture for everyone involved in the Programme, in accordance with the plans outlined in the application. Examples include, but are not limited to:

- actively engaging to share best practice
- support for career paths and transitions
- support for collaborative activities
- interdisciplinarity
- leadership training
- research integrity training
- mental health support
- practical approaches to combatting bullying and harassment.

For any further information, please email GW4-CAT@bristol.ac.uk, or visit our website <http://gw4-cat.ac.uk/>

