

# Clinician Research Fellowships 2022

## Guidelines and Conditions

### 1. Introduction

The Clinician Research Fellowships is a Program of the [Western Australian \(WA\) Future Health Research and Innovation Fund](#) (FHRI Fund) and the [Raine Medical Research Foundation](#) (Raine Foundation).

The FHRI Fund provides a secure source of funding to drive health and medical research, innovation and commercialisation and through these activities, improve the health and prosperity of all Western Australians. The FHRI Fund became operational in 2020/21 and to date \$25.7 million in funding has been awarded to the sector. The FHRI Fund provides an opportunity to diversify the economy, create jobs, improve the sustainability of the health system and position WA as a leader in research and innovation. This Program contributes to the following FHRI Fund Priorities:

- Support the development of early- and mid-career researchers, helping them to achieve an independent and self-sustaining career.
- Target high-performing researchers in WA to maintain and/or advance the State's position as a leader in health and medical research.

The Raine Foundation spans a 60-year history and during this time has distributed in excess of \$50 million which has supported cutting-edge medical research that has investigated some of the most challenging diseases and disorders facing the world today. The Foundation provides funding to deliver better health outcomes to the community, through early-career researcher programs that support the next generation of research leaders in WA.

### 2. Program Description

Clinician researchers are well placed to identify issues and research opportunities related to patients and health care delivery, and to promote the translation of findings. Recognising this, the Clinician Research Fellowship program is designed to:

- encourage clinicians employed by WA Health Service Providers to develop their research capability, while continuing some clinical duties
- facilitate high quality research that will ultimately provide better health care outcomes

Applications are invited from **eligible clinicians**:

- working in health care disciplines **including allied health and health sciences, dental, medical, nursing and midwifery professions**
- who are either early- or mid-career researchers who have minimal or no paid research time

The research must be undertaken in WA and be of direct relevance to the WA public health system.

### 3. Eligibility

Clinician Research Fellowships are available to individuals who:

- (a) at the time of application are Australian citizens or hold Australian permanent residency and are resident in WA for the duration of the Fellowship
- (b) are employees of an institution within a WA Health Service Provider. WA Health Service Providers include the Child and Adolescent Health Service, East Metropolitan Health Service, North Metropolitan Health Service, South Metropolitan Health Service, WA Country Health Service and PathWest. Employees of health entities which are contracted to provide health services to the State are not eligible, for example, Joondalup Health Campus and St John of God Midland Public Hospital
- (c) currently, and during the period of the Fellowship, are employed by a WA Health Service Provider institution(s) to undertake clinical duties at no less than 0.3 FTE. Clinical duties are activities directly related to individual patient care, as distinguished from administrative, research or academic activities
- (d) are able to be released from clinical duties for the period of the Fellowship with the post adequately backfilled (if applicable)
- (e) currently, and during the period of the Fellowship, are not in receipt of more than 0.3 FTE paid research time (including paid research time which is a component of an academic/clinical/administration role)
- (f) are an early-career researcher - which is equivalent to the NHMRC Emerging Leadership Level 1; or a mid-career researcher - which is equivalent to the NHMRC Emerging Leadership Level 2, as defined in Appendix A. Justification for the nominated Emerging Leadership level should take into consideration any career disruptions (refer to Clause 5 – Assessment Criteria for definition)
- (g) are the first named Chief Investigator on the research project proposed to be undertaken during the Fellowship
- (h) appoint a research mentor, who will generally be a senior/established researcher, who stringently reviews the proposal providing expert advice on the design and statistical analyses as well as providing guidance and ongoing support during the term of the Fellowship
- (i) include only one project in the application and submit only one application per round
- (j) have not already received a Clinician Research Fellowship

Please note that applicants who are seeking to undertake or complete a PhD (or other higher degree by research training) may apply.

### 4. Funding

- (a) Fellowship salary funding is available for research duties up to 0.5 FTE, with a maximum value of \$150,000 per annum, including on-costs. In accordance with the WA Health Financial Management Manual, on-costs for salary and allowances for the 2022/23 financial year should be calculated at 25% and should increase 0.5% each financial year.

- (b) Fellowships may be awarded for up to three years. The requested duration must reasonably reflect the research activity.
- (c) The Fellowship FTE may replace or be in addition to Health Service Provider institution clinical duties, as long as clinical duties are retained at a minimum of 0.3 FTE. The Fellowship FTE must not replace existing paid research time (including paid research time which is a component of an academic/clinical/administration role). During the period of the Fellowship, the recipient shall not be in receipt of more than 1.0 FTE paid employment.
- (d) Research cost funding of up to \$10,000 in total for the Fellowship term may be requested and may include minor equipment, consumables, and other expenses. Additional research project costs, not included in the Fellowship award, will need to be obtained by the successful applicant. Requests for travel funds and publication fees will normally not be approved.
- (e) The Fellowship FTE, duration and research costs offered to each successful applicant are subject to the discretion of the WA Department of Health and the Raine Foundation. Fellowship funding is offered subject to the availability of funds, which could be varied in the event of unforeseen circumstances.
- (f) The Fellowship shall be taken up within one year of award. Any variation to this condition would require approval based on exceptional circumstances.
- (g) The provision of Fellowship funding to the relevant Health Service Provider institution will be administered by the University of Western Australia on behalf of the WA Department of Health and the Raine Foundation.
- (h) Fellowship funding is based on the awarded Fellowship FTE, duration and research costs and this funding amount is final. In the event the successful applicant incurs additional expenses for whatever reason, these will not be paid by the WA Department of Health or the Raine Foundation. Salary expense for the awarded Fellowship FTE and duration which is beyond the awarded Fellowship salary funding is the responsibility of the Health Service Provider institution. If the successful applicant moves to a higher position classification (e.g. registrar to consultant), this does not affect the Fellowship, which remains funded and payable at the position classification applicable at the time of application.
- (i) Fellowship salary will be paid to the successful applicant by the Health Service Provider institution in accordance with their clinician employment conditions.
- (j) Salary funding can be used for annual leave and long service leave entitlements that accrue during the Fellowship term. However, severance and termination payments and extended leave payments (leave entitlements accrued in non-Fellowship roles) are not supported and must not be paid for with Fellowship funding.
- (k) Fellowship deferrals will be supported in relation to carer responsibilities and major illness or injury.
- (l) Equipment purchased with Fellowship research cost funds remains the property of the host research institution.
- (m) Fellowship funding that is used for purposes other than that for which it was awarded or is unspent at the conclusion of the Fellowship period, shall be recoverable by the University of Western Australia and shall revert to the WA Department of Health and the Raine Foundation.

- (n) Fellowship expenditure is subject to the [Financial Management Act 2006 \(WA\)](#), and may be subject to audit by the Office of the Auditor General or their representative and/or the WA Department of Health.

## 5. Applicant Selection Process

The applicant selection process shall be administered by the Raine Foundation involving a six-stage process:

- (a) Preliminary screening by the Raine Management Office to check eligibility
  - Applicants will be notified at this time if there are any concerns
- (b) Shortlisting of applications by the Clinician Research Fellowship Advisory Panel
  - At this stage, applicants will be informed as to whether their application has, or has not, been shortlisted for external assessment
- (c) External assessment of shortlisted applications by independent scientific peer review
  - Applicants are invited to nominate at least two external researchers to assess their application (who have no conflict of interest) and will have the opportunity to advise the names of assessors not to be approached
- (d) A written response from applicants to their assessors' reports
  - After anonymous Assessment Reports have been distributed to the applicant, they are invited to submit a response to the Raine Foundation in accordance with provided instructions
- (e) Recommendation of recipients by the Clinician Research Fellowship Advisory Panel
  - Applications will be reviewed based on the Assessment Criteria (Clause 6). Recommendations will consider paid research time already available to the applicant and the intent of the Clinician Research Fellowship program
- (f) Consideration and ratification of Advisory Panel recommendations by the Raine Research Committee
  - **The decision of the Raine Research Committee shall be final. Correspondence will not be entered into regarding the decision**

## 6. Assessment Criteria

Each application will be assessed based on the criteria and weightings below:

<b><i>Assessment Criteria</i></b>	<b>%</b>
<b>Quality of the proposed research and feasibility</b> <ul style="list-style-type: none"> <li>- Applicants should ensure that project data can be confidently interpreted, outcome measures are valid for the purpose and are quantifiable, and the study design and analysis are matched to the form of the data</li> <li>- The proposed research should be supported by a well justified and reasoned rationale in relation to the specific aims and methodology/techniques used</li> </ul>	20
<b>Significance and novelty of research and potential benefits</b> <ul style="list-style-type: none"> <li>- The significance of the research project and relevance to the WA public health system</li> <li>- How the project may lead to new paradigms, challenge current paradigms, develop or introduce novel concepts, methodologies, technologies, interventions, or other uniquely creative qualities</li> </ul>	25

<ul style="list-style-type: none"> <li>- The likelihood that the proposed study may be successfully translated into improved health outcomes through innovation or change to existing scientific knowledge, clinical practice, and/or health policies and guidelines</li> </ul>	
<p><b>Consumer, carer and community participation</b></p> <ul style="list-style-type: none"> <li>- Consumer involvement should incorporate: <ul style="list-style-type: none"> <li>- Clearly defined relationships with health consumers or community groups who have lived experience of the research project issue being investigated</li> <li>- Willingness to include consumers in the research team where appropriate</li> <li>- How consumer representatives will be engaged and contribute to the research project throughout the project timeline</li> </ul> </li> </ul>	15
<p><b>Capacity, capability, and resources (of the team, including role and contribution of the applicant, and the host organisation) to deliver on the project</b></p> <ul style="list-style-type: none"> <li>- The applicant’s vision for their research career and how the Fellowship would assist in achieving this vision</li> <li>- The applicant must demonstrate that they are making a significant independent contribution to the research project at a leadership level</li> <li>- How the research team’s capacity, capability and available resources will enhance the research of the applicant and provide support to the project</li> <li>- The relevance of the host research environment and its capacity to foster, strengthen and advance the research of the applicant, where applicable</li> </ul>	20
<p><b>Track Record of the applicant relative to opportunity</b></p> <ul style="list-style-type: none"> <li>- Track record will be assessed based on the applicant’s CV, the information provided below, and career disruption/relative to opportunity <ul style="list-style-type: none"> <li>- <i>Publications</i> – the productivity of the applicant and the quality of publications and journals in which the applicant has published</li> <li>- <i>Leadership</i> – the extent to which the applicant demonstrates progress towards an independent research career</li> <li>- <i>Research impact</i> – the verifiable outcomes that research makes to knowledge, health, the economy and/or society, and not the prospective or anticipated effects of the research</li> </ul> </li> </ul> <p>“<b>Career disruption</b>” includes pregnancy, major illness/injury, carer responsibilities including parental leave. This must involve a continuous absence from work for 90 days or more or return to work on a part-time basis. Written evidence must be provided to the Raine Foundation if requested.</p> <p>“<b>Relative to opportunity</b>” includes clinical, administrative or teaching workload, clinician training, availability of research resources, relocation of the applicant or research lab/clinical setting, periods of unemployment, typical performance in the field of research, and employment in other sectors (e.g. industry). COVID-19 related disruptions will also be considered. Written evidence must be provided to the Raine Foundation if requested.</p> <p>“<b>Research impact</b>” is the verifiable outcomes that research makes to knowledge, health, the economy and/or society, and not the prospective or anticipated effects of the research - in line with the <a href="#">NHMRC Research Impact definition</a>.</p>	20

## 7. Research Governance Requirements

- (a) The WA Health Service Provider institution, and any participating entity, will be responsible for obtaining any research ethics and governance approvals that might be required for undertaking funded activities.

- (b) Research ethics approvals must be obtained from appropriate ethics committees (human and/or animal). Research governance authorisation (also known as site specific authorisation) must be obtained from each relevant institution/site conducting the project or providing access to data, participants, or tissue samples.
- (c) For information on research ethics and governance submission requirements for the WA public health system please refer to the following websites: [Research Ethics](#); [Research Governance](#); [Multi-centre Research](#).

## 8. Use of Data Collections

- (a) A project that requires access to WA public health system data collections requires review and approval for this access in accordance with the [Health Services Act 2016](#) and the [Health Services \(Information\) Regulations 2017](#). In addition to research ethics and governance approval, accessing these data may include feasibility assessment and approval for data release.
- (b) Preliminary cost estimates should be included in the proposed project budget and the time estimate incorporated into the project milestones in the Application Form.
- (c) Should your application for funding be successful, we recommend you immediately begin the request and approval process.
- (d) If the use of Department of Health data collections is proposed, please review the [Research Data Services website](#) and contact the [Research Data Services Team](#).

## 9. Intellectual Property

The ownership of Intellectual Property produced by the successful applicant in the course of the Fellowship shall vest with the employing WA Health Service Provider. Intellectual Property that is produced in conjunction with an external host research group or other organisation shall be consistent with the [Western Australian Government Intellectual Property Policy 2015](#) or that policy's successor.

## 10. Reports

- (a) At the completion of each calendar year, the successful applicant is required to provide an Annual Progress Report.
- (b) If a satisfactory Annual Progress Report is not provided, then funding may be terminated.
- (c) At the completion of the Fellowship period, the successful applicant is required to submit:
  - (i) a Final Report;
  - (ii) an acquittal statement of the expenditure of funds that is certified by the relevant finance officer of the Health Service Provider institution; and
  - (iii) a one-page *Community Stakeholder Brief* which includes an outline of the research project, its outcomes, and next steps. This should be provided to all participating consumer groups.
- (d) If a satisfactory final report and/or acquittal statement is not provided when requested, applicants may not be eligible for future funding through the FHRI Fund, the WA Department of Health or the Raine Foundation.
- (e) Guidelines, templates and due dates for reports and the acquittal statement will be provided to the successful applicant by the Raine Foundation as required.

- (f) Clinician Research Fellowship program alumni will be asked to take part in follow-up questionnaires to evaluate research performance and impact that has come about after Clinician Research Fellowship funding and will inform the review of future funding programs. Alumni are asked to keep the [Raine Management Office](#) updated with any changes to contact information.

## 11. Professional Development

Recipients are encouraged to:

- (a) seek an adjunct or honorary title with a WA University or other WA-based NHMRC-approved administering institution in order to apply for NHMRC funding; and
- (b) complete the WA Health Translation Network (WAHTN) Research Education and Training Program (RETP) Good Clinical Practice course, and other relevant WAHTN RETP courses.

## 12. Acknowledgment

- (a) The WA Department of Health and the Raine Foundation will publicly announce the successful applicants for the Fellowship program. Fellowship recipients and all other parties are requested to withhold announcement/media coverage until after the Raine Foundation advises this has occurred.
- (b) Acknowledgment of FHRI Fund and Raine Foundation support should be made as opportunities arise in publications, conference presentations, public discussion, press statements etc, as appropriate. The preferred citation is: “This work is/has been supported by the WA Future Health Research and Innovation Fund, which is an initiative of the WA State Government, and the Raine Medical Research Foundation”.
- (c) References to the Fellowship should include the correct title “Clinician Research Fellowship”.

## 13. Dissemination

Fellows are requested to forward copies of publications and other research communication activities resulting from the funded Fellowship to the Raine Foundation.

In order to maximise knowledge exchange, successful applicants are asked to consider the [NHMRC's open access policy](#).

## 14. Appendix A

From the NHMRC Investigator Grants 2021 Peer Review Guidelines (Appendix H Statement of Expectations):

### Emerging Leadership Level 1 (EL1)

It is expected that EL1 Investigator Grant recipients will typically be between **0 and 5 years post-PhD** (or equivalent) and will be beginning to gain recognition in their research area with demonstrated:

- original contribution(s) in their field of expertise
- ability to contribute to the conception of research projects
- scientific contributions within their region, state or territory (e.g. community leadership, state level contribution to a professional society)
- limited but developing supervision of research staff and students

- contributions within their department, centre, institution or organisation e.g. organising journal clubs, seminar series etc.

It is also expected that Emerging Leadership applicants will be working within a larger team under the mentorship of more senior researchers.

### **Emerging Leadership Level 2 (EL2)**

It is expected that EL2 Investigator Grant recipients will typically be between **5 and 10 years post-PhD** (or equivalent) and appointable at **Academic Level B (or equivalent)**, and be recognised for their expertise in their research area with demonstrated:

- original contributions of influence in their field of expertise
- ability to contribute to the conception and direction of research projects, while developing independence
- experience in supervising a small research team
- national contributions to their scientific discipline (e.g. public advocacy, community leadership, peer review and professional societies)
- contributions within their department, centre, institution or organisation e.g. organising journal clubs, seminar series etc.

It is also expected that Emerging Leadership applicants will be working within a larger team under the mentorship of more senior researchers.

### **Qualification Equivalency**

If the applicant holds a research higher degree that is not a PhD or has equivalent research experience, the applicant's Administering Institution must confirm that, in its judgement, the applicant's qualification or research experience meets the level 10 criteria of the [Australian Qualifications Framework Second Edition January 2013](#) and must provide evidence of that judgement, if requested by the Raine Foundation. The Raine Foundation reserves the right, at any time during the application or peer review process, to exclude applicants who, in its judgement, do not have appropriate qualifications or experience.