

Honorary Secretary's Update National Clinical Impact Awards

OF GREAT BRITAIN AND IRELAND

National Clinical Impact Awards (NCIAs)

This new awards system is being put in place in England and Wales from 2022 to replace ACCEA.

NCIAs aim to recognise positive national impacts and broaden diversity of award recipients. These clinicians act as teachers, trainers, innovators, and researchers; most importantly they are also implementers and disseminators of best practice across the NHS, acting as role models for their peers and colleagues in training.

The key changes to the National awards system in England and Wales are:

1. Increased number of available awards

Once the transition process for existing national CEA award holders has completed over the 5-year transitional period, there will be up to **600 awards granted annually in England** and approximately **37 awards granted annually in Wales**.

Year	2022 to 2023	2023 to 2024	2024 to 2025	2025 to 2026	2026 to 2027	2027 to 2028
Scheme budget (£m)	127	128.5	130	131.5	133	134.5

2. Re-branding to 'NCIAs'

The awards have been re-branded as the '**National Clinical Impact Awards**' to reflect to applicants and scorers that the primary focus of the awards is the output of activities rather than undertaking activities in the absence of describing their impact and results.

3. Re-structure award levels

In England, the scheme will operate as a three-level award system: National 1 – (lowest), National 2 and National 3 (highest). In Wales, the scheme will continue with 4 levels.

England	Wales
National 1 – £20,000 per year for 5 years. 330 awards p.a.	National 0 – £10,000 per year for 5 years. 20 awards available each year
National 2 – £30,000 per year for 5 years. 200 awards p.a.	National 1 – £20,000 per year for 5 years. 10 awards available each year
National 3 – £40,000 per year for 5 years. 70 awards p.a.	National 2 – £30,000 per year for 5 years. 5 awards available each year
	National 3 – £40,000 per year for 5 years. 2 awards available each year

In Wales, consultants will be able to access commitment awards and hold a NCIA from 2022 onwards.

4. Revised assessment domains

Delivering and Developing Service is now a single new domain (Domain 1). Three domains (Domains 2, 3 and 4) have been renumbered and their emphases amended, and a new **fifth domain** has been introduced to allow applicants to include evidence of national impact from other unremunerated activities or where they have delivered impact over and above expectations.

	Domain 1: Developing and delivering your service	More emphasis on the national impact will be captured in the new guidance with additional clarity around the term 'service', which is intended to relate to the individual's job plan.
	Domain 2: Leadership	We believe that the shift to 'leadership' as opposed to 'management' is more appropriate to capture impact, and our guidance will strengthen this. We will include a stronger emphasis around equality and diversity in this domain.
	Domain 3: Innovation and research	Academic roles and associated job plans are variable, some having a greater emphasis on teaching and others on research. Much high-quality NIHR-supported research and clinical trials work is delivered by NHS consultants, who score highly in this domain. There will be a focus on the output and impact of research as relevant evidence, rather than the granting of funds for research, and on the personal contribution of the applicant to research and innovation projects.
	Domain 4: Education, training, and people development	We will provide more clarity in the descriptors and guidance on what constitutes evidence in this domain – in particular, the importance of providing context around audience, impact, calibre, learning and knowledge, including any feedback that might have been received on what has been delivered. We have acknowledged responses which emphasised the need to encourage individuals to undertake postgraduate medical and inter-professional education, training and assessment activities and will capture this within our guidance.
NEW!	5: Additional national impact	We will provide clarity in guidance on what constitutes excellence and impact under this domain to ensure there are no unintended consequences, such as disadvantaging some applicants if they have limited additional evidence. We will want to enable applicants to include any work for charitable organisations, alongside work which may have more of a patient or public focus, that is of clear benefit to the NHS, for example: <ul style="list-style-type: none"> • tackling health and workplace inequalities • fostering interprofessional teams-building • new ways of working • international work in training, research or recruitment

5. Simplified application process.

A single level application process has been introduced such that applicants no longer apply for an award at a certain level. This enables applicants to attain higher level awards on first application based upon the score attained.

6. Remove pro-rated awards

Those working Less Than Full Time (LTFT) will no longer have their post 2022 award payments pro-rated.

7. Remove the renewals process.

The renewals process has been removed. NCIA's will be held for a total of **five years**, at which point applicants need to re-apply.

ACCEA holders will not enter the new scheme until they apply to do so.

8. Remove the pensionability of awards

NCIA's are no longer be pensionable or consolidated.

9. Simplify the process for employers.

Employer scoring and ranking are no longer required. Employers only now need to indicate their support or their lack of support for an application and will be required to provide a citation for each applicant.

10. National and local awards cannot be held concurrently during transition period

Many consultants contribute both to the functioning of their local provider and on the national stage, and these individuals should be rewarded accordingly. Funding both National and local award schemes would have reduced the number of NCIA's, so a decision has been taken that awards cannot be held concurrently.

The Government plans to open applications for NCIA's in, or around, April 2022.

<https://www.gov.uk/government/consultations/reforming-the-national-clinical-excellence-awards-scheme/outcome/reforming-the-national-clinical-excellence-awards-scheme-response-from-dhsc-and-welsh-government>

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