Public Services Delivery
Scotland

NHS SCOTLAND

Scottish Clinical Research and Education Development Scheme

Summary Document: updated guidance surrounding appointment to the Scheme including eligibility, employment arrangements and appointment processes

Scottish Clinical Research and Education Development Scheme (SCREDS)

Background

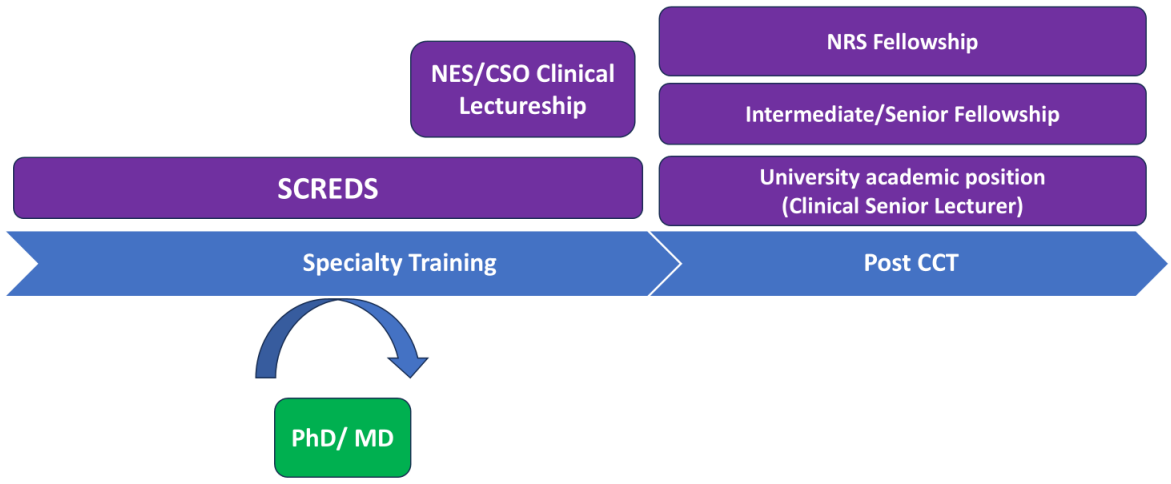
SCREDS provides an integrated training and career development pathway enabling clinicians to pursue academic and clinical training within the NHS in Scotland. This may be concurrent or sequential and supports the attainment of both a senior clinical academic appointment and the award of a Certificate of Completion of Training (CCT).

The Scheme is operated by universities in partnership with Public Services Delivery Scotland.

This document outlines the guidance surrounding appointment to the scheme including eligibility, employment arrangements and appointment processes supporting the scheme.

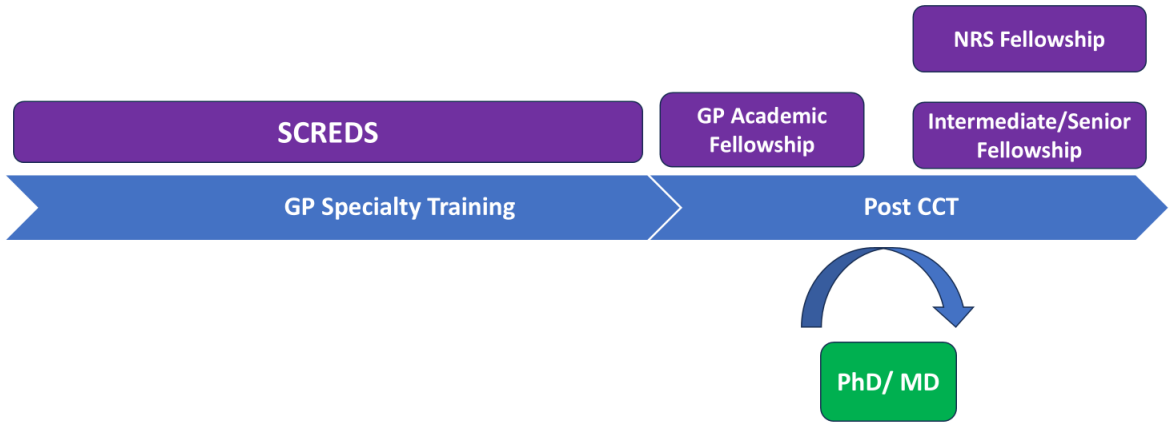
SCREDS Pathway in Scotland

The pathways below are illustrative of the indicative placing of SCREDS posts within postgraduate training for specialty and for general practice.



(OOP-R: out of programme - research)

GP SCREDS Pathway in Scotland



Eligibility

Doctors are eligible for appointment to a SCREDS lecturer post if they:

- Have successfully completed foundation training **and**
- hold a Scottish National Training Number (NTN) including those undergoing core training.

An individual can be appointed to a SCREDS lecturer post **prior or post** completion of a higher degree (MD/ PhD).

Employment Arrangements

- All appointments to SCREDS lecturer posts are typically to substantive academic posts and are made by universities.
- Alternative employment arrangements may be explored in future, however currently this describes the dominant employment relationship. Appointments require to be coupled with an appropriate honorary NHS appointment or vice versa.
- Universities should ensure that any changes in employer from an NHS Board to a higher educational institution (or vice versa) should not be detrimental in respect of pay and conditions and entitlement to statutory benefits.
- Universities have flexibility in allocation of SCREDS to individual specialties.

Academic Time Allocation

- SCREDS lecturer posts will typically provide 20% time for academic training and 80% time for clinical training. This is a guideline ratio which may be interpreted flexibly over the period of the appointment. This includes the possibility of varying over the course of the appointment depending on individual academic and/or clinical training needs. The maximum agreed combination is 50% academic /50% clinical training. The academic/clinical time allocation must be prospectively discussed and approved by the clinical service, training programme director and university. This increased academic time allocation will be awarded through a competitive process to agreed national principles and processes.
- SCREDS lecturer posts are primarily for the purpose of research which includes educational research.
- The duration of the SCREDS lecturer post is that of the NTN and will extend into the period of grace if required.
- Duration of training is competency based and so appointment to a SCREDS lecturer post will not necessarily extend training duration.
- Duration of training can be extended in certain situations e.g. surgical specialties, less than full-time training etc. This will be following discussion with the SCREDS lecturer, TPD and Public Services Delivery Scotland (PSD Scotland)

Appointment Process

- SCREDS appointments are made by universities with the support of the relevant Postgraduate Dean. These posts provide "in-programme" clinical specialty training and are funded either directly by universities or through PSD Scotland. All appointments must be accompanied by an appropriate honorary NHS appointment.
- Entry to a SCREDS Lecturer post is competitive. However, doctors who already hold a National Training Number (NTN) may return to a PSD Scotland-funded SCREDS Lecturer post following a competitively awarded Out of Programme for Research (OOP-R) period without further competitive recruitment. Such arrangements must be approved in advance by the University, the relevant clinical service, and PSD Scotland (via the Training Programme Director).

Higher Degree Opportunities

- SCREDS posts support the development of an academic career by providing opportunities for trainees to prepare for and apply to competitive MD and PhD fellowship programmes.

- Following completion of an MD or PhD through an approved OOP-R period, trainees may return to their SCREDS post and continue their specialty training towards completion of their clinical programme.

Progression in Training and Academic Appraisal

- Specialty registrars undertaking joint clinical and academic training and holding a substantive academic appointment within SCREDS will participate in a deanery-led Annual Review of Competence Progression (ARCP).
- SCREDS lecturers are required to participate and meet the required progression standards to maintain their SCREDS post through annual academic appraisal (or equivalent) determined by their employing university.

General Practice SCREDs posts

- GP SCREDS lecturer posts in Scotland offer GP specialty trainees extended, protected time to develop academic skills. For GP SCREDS lecturer posts, registrars typically commence these posts in ST3 as part of the standard 3-year GP training programme, with an extension applied to enable 4 years. As a result, these posts are typically a 50/50 split of clinical and academic work.

Application for SCREDS posts

- Applications for a SCREDS lecturer post in any specialty or research area (including general practice) will be managed as a separate process to the national recruitment and selection process for admission to specialty training in Scotland. These arrangements and their timetable are also distinct from those operated for recruitment to academic training programmes in England and Wales.
- It should be noted that in Scotland timings of appointments vary with no fixed annual timetable for recruitment to such appointments. Posts may be advertised by individual Universities who will seek to recruit competitively to posts within one year of allocation of any new PSD Scotland funded SCREDS Clinical Lectureships.
- All reasonable efforts will be made to accommodate a trainee in a specialty training programme appointment in one region who subsequently competes for and is appointed to a SCREDS post in a Scottish university aligned to a different geography. This will normally be progressed through the inter-regional transfer process.

Regional Leadership

Enquires regarding vacancies within SCREDS should be made to:

- **Aberdeen:** mairead.black@abdn.ac.uk
- **Dundee:** dcat@dundee.ac.uk
- **Edinburgh:** joanne.ness@ed.ac.uk
- **Glasgow:** Christian.Delles@glasgow.ac.uk
- **St Andrews:** pw38@st-andrews.ac.uk
- **Public Services Delivery Scotland:** nes.academictraining@nhs.scot

National Oversight

- A Scotland Clinical Academic Training programme board will facilitate collaborative working across Scotland. This board will also act as a forum for discussion of matters such as SCREDS strategy, impact, academic workforce planning and evaluation and improvement of clinical academic training pathways.

Public Services Delivery
Scotland

PSD Scotland
Gyle Square
1 South Gyle Crescent
Edinburgh
EH12 9EB
Tel: 0131 275 6000
www.publicservicesdelivery.scot

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