



NHG Health Centre for MedTech & Innovations (CMTi) Clinician Innovator Preparatory Programme Plus (CIPP+) INFORMATION SHEET

1. INTRODUCTION

- 1.1. The NHG Health CMTi Clinician Innovator Preparatory Programme Plus (CIPP+) aims to encourage clinicians to participate in health technology (HealthTech) innovation to improve healthcare delivery and outcomes for their patients. The programme would also prepare them to **compete successfully for the Singapore Biodesign (SB) Innovation Fellowship Programme or National Medical Research Council (NMRC) Clinician Innovator Award (CIA) or equivalent within the next 2-3 years** and further build his/her career in HealthTech innovation.
- 1.2. Awardees are required to complete the programme within two years.
- 1.3. The programme provides an award quantum of up to S\$50,000 for protected time and/or other related support costs that help in the innovation project, and mentorship.
- 1.4. The programme is overseen by the NHG Health Centre for MedTech & Innovations (CMTi) Committee which comprises of key subject matter experts from NHG Health institutions.
- 1.5. Awardees will be offered access to LKCMedicine's library resources during the term of the award.

2. ELIGIBILITY

- 2.1. Applicants should be **medical doctors** (i.e., clinically qualified with MD/MBBS/BDS) or **health science / healthcare professionals** with non-medical degrees **in clinical practice**, such as nurses, pharmacists, optometrists and other allied health professions with primary appointments at NHG Health institutions.
- 2.2. Medical doctors without specialty training may apply if they are in clinical practice, excluding House Officers, Medical Officers and Residents.
- 2.3. Applicants who are non-clinically qualified or non-practising healthcare professionals may be considered on a **case-by-case basis**, if the proposed work is in **human clinical research** (i.e., research involving direct interaction with human subjects, excluding laboratory-only studies without clinical application), and they **hold a PhD**.
- 2.4. All applicants should also fulfil the following criteria:
 - a) Demonstrate interest in HealthTech innovation and intention to develop himself/herself as a Clinician Innovator (CI); and
 - b) Have completed the NHG Health Clinician Innovator Preparatory Programme (CIPP) and is a Principal Investigator (PI) of an ongoing or new HealthTech innovation project that has been awarded or pending outcomes of competitive grant funding^{1,2} and/or is in collaboration with industry partner(s); or

¹ Project or grant term must have at least one year remaining at the point of CIPP+ application

² Examples of eligible funding sources, not limited to but including:

- National Health Innovation Centre (NHIC) – Innovation to Develop (I2D), LeapX, Innovation to Adopt (I2A)
- Agency of Science, Technology & Research (A*STAR) – MedTech Innovation and Development Acceleration Scheme (MIDAS) in Diagnostics & Digital Health
- Enterprise Singapore – Startup SG Tech (SSG Tech), Enterprise Development Grant (EDG)
- Other Cluster/ Institutional-level Grants e.g., NHG Health CMTi-NHIC Joint HealthTech Grant, NHG Health CMTi HealthTech Grant, Ng Teng Fong Healthcare Innovation Programme (NTF HIP) Funding, Rapid Prototyping Grant, Small PROjects Utilising Teams (SPROUTS) Grant, NHG Health Coordinating Party Scheme, NHG Health Adoption & Scale Healthcare (NASH) Innovation Fund, etc.

- c) Able to demonstrate equivalent level of foundational knowledge in HealthTech innovation and is a PI of an ongoing or new HealthTech innovation project that has been awarded extramural funding¹ of at least S\$400,000.
- 2.5. Awardees and applicants of NMRC Human Capital Awards and Talent Development Programmes such as Transition Award (TA), CIA, Clinician Scientist Award (CSA), HPHSR CSA (HCSA) and Singapore Translational Research Investigator Award (STaR) may be considered for the CIPP+ on an exception basis.
- 2.6. As awardees are expected to apply for the SB Innovation Fellowship Programme or NMRC CIA or equivalent within one year from the end of their CIPP+ award period, applicants should ensure they are able to fulfil the latest eligibility criteria for the respective programme.
- 2.7. The applicant's Department should be able to make provisions for the applicant's commitments towards HealthTech innovation during the CIPP+ award period (if awarded) and continue to facilitate his/her career pathway as a Clinician Innovator beyond the CIPP+ award.
- 2.8. Interested clinicians are strongly encouraged to contact the CIPP+ Secretariat for discussion on suitability of the programme prior to applying.
- 2.9. Applicants are required to seek endorsements for their applications from the following personnel (where applicable):
- Reporting Officer (RO);
 - Head of Department (HOD);
 - Director/Chief/Head of Family Group (applicable for health science / healthcare professionals only); and
 - Director of Research (DOR).

3. FUNDING SUPPORT

- 3.1. Each awardee will receive a funding quantum up to S\$50,000, for up to 2 years to cover:
- Salary support for innovation of up to 0.1 FTE, with an applicable annual salary cap by clinician's clinical designation (Table 1);
 - NHG Health Host Institution will need to top up the difference if the awardee's salary exceeds the applicable annual salary cap.
 - Salary support will cover the total annual compensation, inclusive of salaries, CPF, fringe benefits, as well as bonus / incentive payments.
 - Local or overseas conferences/ trainings and related travel expenses;
 - Services and expertise related to the innovation project such as biostatistics, bioinformatics, data analysis and management; and/or
 - Other related support costs that help in the innovation project.

Table 1: Annual Salary Cap by Clinical Designation

Clinical Designation	Annual Salary Cap
Senior Consultant	S\$350,000
Consultant	S\$250,000
Associate Consultant	S\$200,000
Health Science / Healthcare Professional	S\$150,000

- 3.2. The CIPP+ funding is not applicable to cover any direct costs related to the innovation project or routine clinical care or services.

- 3.3. There should be an ongoing innovation project for the CIPP+ award to apply. At point of CIPP+ award announcement:
- For projects that are ongoing/have started, awardees may determine the preferred start date within 3 months from award announcement.
 - For projects pending grant application outcomes, award commencement will be aligned with subsequent start date of collaboration / project agreement.
- 3.4. The funding would cease once the innovation collaboration / project agreement term ends or upon the 2-year award period, whichever is earlier. Award renewal is generally not allowable.

4. MENTORSHIP

- 4.1. Each applicant is required to nominate a mentor from NHG Health, for mentorship in the following areas:
- a) Guidance in their clinician innovator career development
 - b) Advice on their innovation project
 - c) Navigation to appropriate innovation resources
 - d) Engagement in institution or NHG Health cluster level innovation activities and initiatives.
- 4.2. The mentor should be an established clinician innovator who:
- a) Is involved in innovation with significant impact on clinical care;
 - b) Has had experience as Principal Investigator (PI) in a relevant area of innovation;
 - c) Has strong foundation and knowledge in HealthTech innovation;
 - d) Has had experience in supervising or providing innovation mentorship.
- 4.3. Applicants may also nominate additional mentor(s) including subject matter experts from industry where relevant.
- 4.4. During the award, awardees will be granted access to the subject matter experts on an adhoc basis in area(s) of their own interest. Proposed topic areas may include venture building, medical technology development cycle, medical device regulatory affairs, intellectual property, etc. This will be subsequently facilitated by CMTi.
- 4.5. Applicants may contact the CIPP+ Secretariat to help facilitate the matching of appropriate mentor if required or refer to the [Academy of Clinician Scientists and Innovators \(ACSI\) mentors' directory](#) and NHG Health CMTi Committee Members' listing (Annex 1). Applicants are also encouraged to refer to Annex 2 for some guidance on how to engage with mentors effectively.

5. REQUIREMENTS OF THE PROGRAMME

5.1. Key Performance Indicators (KPIs) / Deliverables

KPI / Deliverable	Details
Application to Extramural Fellowships and/or Awards	SB Innovation Fellowship, NMRC CIA or equivalent ³
Attainment of Grant Monies	Intramural/Extramural

³ The CIPP+ award will be subject to revisions upon successful award of the SB Innovation Fellowship, NMRC CIA, or equivalent, if any, within the award period. The CIPP+ requirement to present to the CMTi Committee at the mid-point and completion of award could also be waived.

Completion of Innovation Project and Fulfilment of Required Project Deliverables	To be demonstrated through relevant grant agency's reporting requirements
Implementation of Healthcare Innovation Ideas into Clinical Practice, Health and Economic Outcomes	To be demonstrated through CIPP+ Interim/Final Reports

5.2. Assessment

Awardees are required to submit an Interim Progress Report and a Final Report within 1 month after the mid-point of award and 3 months from the end of funding period respectively.

Those with outstanding report(s) for grants/programmes administered or managed by NHG Health Group Research and Innovation (GRI) that is/are not submitted by the stipulated timeline, will not be eligible to submit new applications⁴ as Principal Investigator (PI) until such report(s) is/are submitted. This will exclude report(s) with extended submission timeline as acknowledged or accepted by the grant/programme Secretariat due to a valid consideration.

Awardees are required to present to the CMTi Committee at the mid-point and/or at the end of the CIPP+ award period.

6. APPLICATION PROCESS

- 6.1. The application to the CIPP+ is open throughout the year. Please contact the CIPP+ Secretariat to indicate your interest in applying for the CIPP+ and to obtain the application package.
- 6.2. Applicants are required to submit all application documents **in softcopy** to the CIPP+ Secretariat at NHG Health GRI through their Institution's Clinical Research Unit (CRU) / Clinical Research and Innovation Office (CRIO) by the stipulated deadline advised by the CIPP+ Secretariat.
 - a) **Application Form**;
 - b) **Applicant's Curriculum Vitae (CV)**;
 - c) **Mentor(s)' CV**;
 - d) **Project Proposal** (including the scientific abstract and breakdown of budget);
 - e) **Collaboration Agreement (CA) / Project Agreement (PA)** (if applicable); **and**
 - f) **Other Supporting Documents** (if applicable).
- 6.3. The Institution's CRU / CRIO will set an **internal deadline** for the above submission and ensure that the documents reach the CIPP+ Secretariat by the stipulated deadline. Please check with your institutions for the deadline. Applications submitted after the deadline will not be considered.
- 6.4. Shortlisted applicants may be required to conduct a presentation of his/ her application and development plans to pursue a career as a clinician innovator to the Review Panel after submission.
- 6.5. Please allow up to 6 months from application submission for processing and review.

⁴ This refers to any new application for grant/programme administered or managed by NHG Health Group Research and Innovation (GRI), including the Centre for MedTech & Innovations (CMTi) HealthTech Grant, CMTi-National Health Innovation Centre (NHIC) Joint HealthTech Grant, NHG Health-LKCMedicine Clinician Scientist Preparatory Programme (CSPP), NHG Health-LKCMedicine Clinician Scientist Preparatory Programme Plus (CSPP+), NHG Health Clinician Scientist Fellowship (CSF), NHG Health-LKCMedicine Clinician Scientist Career Scheme (CSCS), NHG Health CMTi Clinician Innovator Preparatory Programme (CIPP), NHG Health CMTi Clinician Innovator Preparatory Programme Plus (CIPP+) and NHG Health CMTi Clinician Innovator Career Scheme (CICS).

7. APPLICATION EVALUATION CRITERIA

- 7.1. Applicants will be evaluated based on:
- a) Applicant's level of interest and commitment in innovation;
 - b) Applicant's immediate plans for innovation (e.g., ongoing projects, grant applications, etc.)
 - c) How innovation fits in with applicant's future career plans; and
 - d) Proposed project's aims, methodologies, measurable outcomes, and significance of potential healthcare impact.

8. CONTACT INFORMATION

For more information, please refer to <https://talentdev.gri.nhg.com.sg/> and/ or contact the CIPP+ Secretariat:

Ms Adeline Chan

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Group Research and Innovation, NHG Health
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Ms Valerie Yeo

Clinician Scientist Development Office
Group Research and Innovation, NHG Health
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NHG Health CMTi Committee Members

Institution	Name	Position(s)
NHG Health Group Office	A/Prof Tey Hong Liang	Clinical Director, CMTi Senior Consultant, National Skin Centre
	Adj A/Prof Eric Wong	Group Chief Digital Health Officer
	Ms Shirley Heng	Group Chief Nurse
	Mr Wilfred Soon	Group Chief Information Officer
	A/Prof Jimmy Lee	Group Chief Research and Innovation Officer
Institute of Mental Health	A/Prof Christopher Cheok	Senior Consultant, Forensic Psychiatry
Khoo Teck Puat Hospital	Adj Asst Prof Bin Wern Hsien	Senior Consultant, Anaesthesia Assistant Chairman, Medical Board (Medical Manpower, Clinical Policies and Standards)
	Adj Asst Prof Clement Chia	Senior Consultant, General Surgery & Head of Breast Surgery Service
Tan Tock Seng Hospital	Adj A/Prof Loh Yong Joo	Head & Senior Consultant, Rehabilitation Medicine Director (Clinical Innovations), Clinical Research & Innovation Office (CRIO)
	Mr Khalid Anuar	Director, Allied Health
	Dr Ng Tat Ming	Principal Pharmacist (Specialist) Research and Innovation Lead, Division of Pharmacy
National Centre for Infectious Diseases	Adj A/Prof Shawn Vasoo	Executive Director & Senior Consultant
Woodlands Hospital	Adj Asst Prof Shum Cheuk Fan	Senior Consultant, Surgery (Urology Service)
NHG Polyclinics	Adj Asst Prof Valerie Teo	Family Physician-Senior Consultant Deputy Director, Clinical Services

GUIDELINES FOR Healthy Mentor-Mentee Relationship



Active engagement

- **Proactive:** Takes initiative in scheduling meet-ups, proposing agendas, updating on progress, follow-up on action plans
- **Seek feedback:** Regularly asks for feedback and identify areas of improvements
- **Engage:** Contributes to discussions, share your thoughts and ideas and update your mentor about the progress of your work and challenges you encounter

Commitment to learning, personal and professional development

- **Stay informed:** Keep up-to-date about current research and innovation trends in your field and to engage meaningfully in discussions with your mentor.
- **Develop skills:** Develop relevant skills, including research techniques and data analysis, to make the most of your mentor's guidance.
- **Set goals:** Collaborate with your mentor to set clear, realistic goals for your projects and career path.
- **Seek opportunities:** Seek out learning and networking opportunities and share your experiences with your mentor for feedback.
- **Develop independence:** Show initiative in developing independence as a researcher or innovator, demonstrating your commitment to growth.

