

NHS Fellowship in Clinical AI
Cohort 5 Education Agreement

PARTIES:

- (1) Guys and St Thomas's NHS Foundation Trust (GSTT) whose principal address is at Counting House, Guy's Hospital, Great Maze Pond, London SE1 9RT (the "**Trust**")
- (2) The individual who has accepted a written offer to join the Clinical AI Fellowship Programme ("**Fellow**").

RECITALS:

- (A) The Trust is an NHS Foundation Trust hosting the Clinical Scientific Computing Department, which has established the Faculty of the Fellowship in Clinical AI (the "**Faculty**").
- (B) The Faculty delivers a specialised educational programme to enhance the skills and knowledge of the target workforce in the domains of clinical artificial intelligence and digital transformation (the "**Clinical AI Fellowship Programme**").
- (C) The Fellow has applied for and wishes to enrol in the Clinical AI Fellowship Programme and the Faculty has offered the Fellow a place on the Clinical AI Fellowship Programme in an email (the "**Offer Email**").
- (D) The Trust agrees to provide the outlined Clinical AI Fellowship Programme to the Fellow.
- (E) This Agreement sets out the expectations, rights & responsibilities, and administrative details for Fellow and Faculty.

IT IS AGREED

1. Definitions

Commencement Date	The date that the Clinical AI Fellowship Programme is agreed to commence as set out in the Offer Email.
Clinical AI Fellowship Programme	As described in Recital B.
Confidential Information	Shall include all patient information, medical records, NHS proprietary knowledge, and any other sensitive data disclosed during the course of the Fellow's duties or between parties.
Data Protection Legislation	Means up to but excluding 25 May 2018, the Data Protection Act 1998 and thereafter (i) unless and until the General Data Protection Regulation ((EU) 2016/679) ("GDPR") is no longer directly applicable in the UK, the GDPR and any national implementing laws, regulations and secondary legislation, as amended or updated from time to time, in the

	UK and then (ii) any successor legislation to the GDPR or the Data Protection Act 1998
Effective Date	Means the date the Fellow provides written acceptance of these terms by returning the Microsoft form linked in the Offer Email.
Intellectual Property	Means any patents, rights to inventions, copyright and related rights, trademarks, trade rights, rights in designs, rights in computer software, database rights, topography rights, rights to use and preserve the confidentiality of information (including know-how and trade secrets) and any other intellectual property rights, in each case whether registered or unregistered and including all applications (or rights to apply) for and be granted, renewals or extensions of, and rights to claim priority from, such rights and all similar or equivalent rights or forms of protection which subsist or will subsist now or in the future in any part of the world.
Term	As set out in clause 2 of this Agreement.

2. Term

- 2.1. This Agreement shall commence on the Effective Date and continue for the duration of the Clinical AI Fellowship Programme which shall be for [twelve (12)] months (the “Term”) from the Commencement Date subject to the termination provisions outlined in Clause 7.

3. Clinical AI Fellowship Programme

- 3.1. Subject to the Fellow fulfilling the Time Commitments set out in Schedule 1, the Faculty shall provide the Clinical AI Fellowship Programme to the Fellow as set out in this clause and Schedule 1 from the Commencement Date.

Curriculum

- 3.2. The Faculty shall design and maintain an up-to-date curriculum in clinical artificial intelligence for this Clinical AI Fellowship Programme. Further details of the curriculum are included in Schedule 1.

Educational delivery

- 3.3. The Faculty shall organise the delivery of live interactive workshops (“Masterclass Workshops”), aligned to the learning objectives of the curriculum. These Masterclass Workshops shall be co-developed with international subject matter experts from healthcare, academia, industry, and regulatory bodies and shall be delivered in accordance with Schedule 1.

Project

- 3.4. The Faculty shall organise and assign project placements in clinical AI for each Fellow, with an NHS organisation (a “Host Organisation”).
- 3.5. Projects are vetted for suitability prior to matching to Fellows. Project work is intended to be a primary focus of the Clinical AI Fellowship Programme.
- 3.6. The specific terms of the placement, including but not limited to the specific days of the week the Fellow shall be present at the Host Organisation and any on-site working requirements should be agreed in writing between the Fellow and their project supervisor before starting the post.
- 3.7. The project placement is expected to continue for the duration of this Agreement., The Faculty shall monitor the progress and gather feedback from fellows on their project placements via reports from supervisor meetings and pastoral contact with Faculty. If concerns are raised that the learning objectives of the curriculum not being met by the project placement overall, the Faculty shall undertake appropriate information gathering, and where relevant consider suitable remediation in consultation with the Fellow, and placement supervisor. If remediation is not possible, the Faculty shall re-assign the Fellow to another host site or supervisor, if circumstances allow.
- 3.8. The Fellow will receive a minimum of one (1) hour of direct supervision per week by a senior AI project team member.

Certification

- 3.9. On successful completion of the fellowship year, fellows will receive a certificate of completion of the Clinical AI Fellowship Programme, issued by the Faculty.

4. Financial arrangements

- 4.1. The Faculty is not the fellow’s Employer.
- 4.2. The Fellow’s salary is to be paid by their Employer. The Employer is to reclaim for 0.4 FTE (unbanded) of the fellow’s salary for the duration of the fellowship from the funder of the fellow’s post.
- 4.3. The salary that the Employer is reimbursed is determined by the Employer’s quote at the start of the fellowship in August 2026. The fellow shall facilitate this process by providing the faculty with relevant details of their Employer, dates of employment, HR/workforce contacts, payroll/finance contacts.
- 4.4. Any expenses incurred by Fellows for travel and subsistence related to any activities related to the Fellowship Programme are the responsibility of the Fellow and should be reclaimed from their Employer and/or funder in accordance with existing entitlements and mechanisms.

5. Communications and publicity

- 5.1. Fellows are requested to provide materials for the purpose of publicising this fellowship. Publicity material may include but is not limited to: written statements, photos and videos, case studies, testimonials. Participation is voluntary and opting out has no repercussions for the fellow.

6. Exceptional fellowship circumstances

- 6.1. Prolonged absence, including parental leave and sick leave:
- (a) This fellowship is a time-bound opportunity that runs for 12 months between the dates specified. The educational activities and project placements are structured to deliver the learning objectives of the fellowship curriculum within this period. Project supervisors propose projects related to cohort dates and are not required to provide supervision beyond these dates. In general, interrupted time on the fellowship year cannot be automatically added on beyond the end of the fellowship year. Individual situations will be considered on a case-by-case basis at the discretion of the Faculty, Host Organisation and project supervisor.

7. Termination

- 7.1. This Agreement may be terminated earlier than the agreed Term in accordance with this clause 7.

7.2. Withdrawal from the Clinical AI Fellowship Programme by the Fellow

If a Fellow no longer wishes to participate in the Clinical AI Fellowship Programme, they must inform the faculty with 20 working days' notice of their intent to end their post. If the project placement has already commenced, the fellow must facilitate an appropriate handover to their project team for any uncompleted work. The Fellow should submit a written report to the Faculty describing the work achieved in their post to date (in lieu of presenting their work at the fellowship graduation). Individuals who withdraw from the fellowship will no longer be invited to educational activities hosted for current fellows. Individuals who withdraw from the fellowship can remain and participate in communication channels for alumni of the fellowship.

7.3. Termination of the Clinical AI Fellowship Programme by the Faculty

If a Fellow's attendance, performance, or conduct during the fellowship is a cause for concern, the Faculty shall consider suitable remediation in consultation with the Fellow, project supervisor and Host Organisation. In cases of demonstrable failure to respond to remediation, the Faculty may inform the Fellow with twenty (20) working days' notice of the early termination of their post, with the same conditions as per above.

8. Complaints or concerns

- 8.1. The Faculty is based at the Trust, and formal complaints relating directly to the Faculty should be addressed through the standard complaints' procedures at the Trust.
- 8.2. If there are concerns raised regarding the professional conduct or training of a Fellow, the Faculty shall bring these concerns to individuals and organisations with oversight and responsibility for the matter.

9. Confidentiality

- 9.1. The Fellow shall not disclose any Confidential Information obtained during the Fellowship Programme to any third party, unless required to do so by law or with prior written consent of the Trust.
- 9.2. The Fellow acknowledges that they shall comply with the confidentiality obligations pursuant to the Health and Care Act 2022, SI 2014/2936, and NHS information governance policies.
- 9.3. The Fellow must not disclose any Confidential Information to unauthorised persons during or after the Term except under compulsion of law or with prior written consent of the Trust or Host Organisation
- 9.4. All Confidential Information related to patients, NHS proprietary data, and operational knowledge must be returned to the relevant party upon termination of this Agreement.
- 9.5. The confidentiality obligations under this Agreement shall survive the termination of the Fellowship Programme and remain in effect for [two (2)] years or until the Confidential Information becomes public knowledge through lawful means, whichever is longer.

10. Data Protection

- 10.1. The Trust will comply with the UK General Data Protection Regulation (UK GDPR) and Data Protection Act 2018 ("Data Protection Laws") when processing any Personal Data for the purposes of the Clinical AI Fellowship Programme.
- 10.2. The Trust will issue a Privacy Notice to the Fellow notifying them of the data being collected, the purpose of the processing, and the legal basis under Data Protection Laws.
- 10.3. Data collection, processing, and storage activities related to the fellowship shall be conducted in strict accordance with the principles outlined in Data Protection Laws. , including lawful, fair, and transparent processing; limited data collection; accuracy and integrity of data; and ensuring confidentiality and security in handling personal information.

11. Intellectual Property/Inventions

- 11.1. The Trust shall remain the owner of all intellectual property or proprietary materials disclosed to the Fellow under the Clinical AI Fellowship Programme.
- 11.2. Each Party retains all Intellectual Property that they owned prior to entering, and/or developed independently of, this Agreement. The Trust does not own any intellectual property created by the Fellow during the Fellowship Programme. The Trust will advise the Host Organisation to put in place an appropriate Agreement with the Fellow prior to them starting work on the project if required.

11.3. The Fellow waives any moral rights in the works to which they now or may at any future time be entitled under Chapter IV of the Copyright Designs and Patents Act 1988 or any similar provisions of law in any jurisdiction, including (but without limitation) the right to be identified, the right of integrity and the right against false attribution, and agrees not to institute, support, maintain or permit any action or claim to the effect that any treatment, exploitation or use of such works or other materials infringes the Intellectual Property owner's moral rights.

12. Health and Safety

12.1. The Fellow has a duty under health and safety legislation to take reasonable care for the health and safety of themselves and of others who may be affected by their actions or behaviours. During the Fellowship Programme, the Fellow must familiarise themselves with the Host Organisation's health and safety at work policy and supporting policies and procedures applicable to the area of work.

13. Liability

13.1. The Trust accepts unlimited liability to the Fellow in relation to:

- (a) death or personal injury caused by the negligence of the Trust;
- (b) fraud committed by or on behalf of the Trust;
- (c) any other liability that cannot be excluded by UK law.

13.2. The Trust is the facilitator of the Fellowship Programme only and, subject to clause 13.1 above, shall in no event shall be liable for any loss or damage arising out of or relating to the Fellow's participation in the Fellowship Programme or the Fellow's project placement at the Host Organisation unless such loss or damage can be directly attributed to negligence or breach of this Agreement by the Trust.

13.3. The Fellow agrees that any liability for loss or damage arising from the Fellow's project placement at the Host Organisation shall be governed by a separate agreement with the Host Organisation to which the Trust shall not be a party.

Schedule 1. Programme Details

1. Time commitment

- 1.1. The fellow will undertake this post at 0.4 full time equivalent, (i.e. 2 days per week, normal working hours) for 12 months (the “Term”). The dates are 12 August 2026 – 11 August 2027.
- 1.2. It is the responsibility of the Fellow to ensure they can commit 0.4FTE for the duration of the Clinical AI Fellowship Programme. Project work and educational activities related to the fellowship (e.g. workshops, self-paced remote learning modules) are expected to be done within this 0.4 FTE. A fellow should not have a total working pattern over 1.0 FTE unless agreed beforehand with the faculty, supervisor, and Host Organisation.
- 1.3. Fellowship time is not allocated to non-fellowship activity. Non-fellowship activity includes (but is not limited to): exam preparation, dissertation-writing, other projects not within the scope of the fellowship. Issues arising from fellows spending fellowship time on non-fellowship activity fall within the scope of concerns about attendance, performance, and conduct.
- 1.4. Project activity on specific days of the week and on-site attendance requirements should be agreed by the fellow and the Host Organisation before starting the post.
- 1.5. Recurring workshops scheduled through the fellowship year are planned to take place on Mondays (indicatively, the third Monday of each month, excluding national holidays).
- 1.6. A lower time commitment is not suitable for the learning objectives of the programme. Any deviation from this 0.4 FTE time commitment to the post must be approved by the faculty prior to the start date.

2. Curriculum

- 2.1. The curriculum shall be aligned to frameworks of knowledge and skills relevant to the subject matter, and according to pedagogical principles for professional adult learners. The learning objectives of this curriculum shall be organised under the following themes:
 - (a) AI Fundamentals
 - (b) Clinical AI Regulations & Standards
 - (c) Clinical AI Validation & Evaluation
 - (d) Clinical AI Integration & Systems Impact
 - (e) Clinical AI Strategy & Culture

3. Educational delivery

- 3.1. Multiple workshop days shall be delivered together in a residential ‘bootcamp’ at the start of the fellowship to front-load foundational knowledge in clinical AI. Workshops shall be delivered in person (which will be catered), remote, or hybrid. Workshops shall be facilitated to encourage fellow-to-fellow networking and a collegiate atmosphere.
- 3.2. The faculty shall provide subscriptions and access to self-paced e-learning materials aligned to the learning objectives of the curriculum.
- 3.3. The Faculty shall monitor the educational progress of the fellows over the duration of the fellowship and support fellows through timely intervention and individual advice where necessary. Channels for monitoring include:

- (a) Paperwork submitted by the fellows following supervisor meetings (Induction Meeting, Midpoint Review, and End of Attachment Appraisal)
 - (b) Register of attendance at workshops
 - (c) Evidence of engagement with e-learning materials (certificates and monthly leaderboards)
 - (d) 1:1 pastoral meeting to check on progress
- 3.4. The Faculty shall organise events for fellows to present their AI project work to each other and the broader community of interest (alumni, faculty, supervisors, programme funders) in clinical AI, including:
 - (a) “Show and Tell” events involving individual oral presentations and Q&A
 - (b) A graduation event at the end of the fellowship involving poster presentations and panel discussions.
- 3.5. The Faculty shall inform fellows of opportunities for career and portfolio development in clinical AI, including but not limited to: conferences, seminars, job roles, grants and funding etc.

4. Project

- 4.1. Projects are intended to provide an immersive experience embedded within a multi-disciplinary team in an NHS Trust, to gain skills and knowledge specified in the curriculum under expert supervision. Projects are expected and required to specifically involve exposure to clinical AI deployment, because it is not possible to gain this practical experience elsewhere.
- 4.2. The Faculty shall brief project supervisors of their roles and responsibilities in relation to the fellowship in a timely manner prior to the start date of the fellowship.
- 4.3. Project Supervisors are expected to integrate the fellow within their team and help them to gain exposure to aspects of the AI life cycle related to the curriculum and the fellow’s personal development plan.
- 4.4. The Faculty shall monitor the progress and gather feedback from fellows on their project placements via reports from supervisor meetings and pastoral contact with Faculty. If concerns are raised that the learning objectives of the curriculum are not being met by the project placement overall, the faculty shall undertake appropriate information gathering, and where relevant consider suitable remediation in consultation with the Fellow, project supervisor and Host Organisation. If remediation is not possible, the faculty shall re-assign the fellow to another host site or supervisor, if circumstances allow.

5. Feedback

- 5.1. To improve iteratively upon the programme, fellows are requested to provide feedback on their experience of the fellowship. This may include but is not limited to: surveys, focus groups, case studies. Participation is voluntary and opting out has no repercussions for the fellow.