

NORTH WEST ENGLAND NURSING  
MIDWIFERY & ALLIED HEALTH  
PROFESSIONALS (NMAHP) RESEARCH  
CAPACITY & CAPABILITY STRATEGY  
2021 - 2024



**NIHR** | Clinical Research Network  
Greater Manchester

**NIHR** | Clinical Research Network  
North West Coast

**NHS**  
Health Education England

May 2021

# EXECUTIVE SUMMARY

Health Education England North West (HEE NW) recognises that to provide the best care to patients, a research active workforce is important to the NHS and Social Care Organisations. Research and Innovation (R&I) capability and capacity building work supports the development of clinical academic careers to promote and increase the volume and quality of research and innovation developed and delivered in the North West of England. HEE's overarching vision is:

“... to support the delivery of excellent healthcare and health improvement to the patients and public of England. We will do this by focusing on the transformation of the current health workforce and the training of the future one, to help ensure there are the right numbers of staff, with skills, values and behaviours, available at the right time and in the right places<sup>1</sup>.”

In order to maximise the potential of the HEE vision, this strategy is sponsored by HEE (NW), led by NHS Research and Development North West (NHS R&D NW) and is in collaboration with the regional National Institute for Health Research (NIHR) Clinical Research Networks (CRNs) from Greater Manchester and the North West Coast and representation from social care in the North West region.

During the 2020 Covid 19 pandemic, we saw teams of research nurses and clinical trial assistants rapidly assembled to try and find new treatments and interventions and during the summer of 2020, NHS England created its new People Plan (2020) that now informs how the health and care service will realign and develop over the next 5 years to ensure its sustainability and primary purpose – to

effectively meet the needs of patients and communities.

The NHS People Plan (2020)<sup>2</sup> informs the strategic objectives and subsequent work plans for this strategy. It focuses on:

- Looking after our people; particularly the actions we must all take to keep our people safe, healthy and well – both physically and psychologically.
- Belonging in the NHS; highlighting the support and action needed to create an organisational culture where everyone feels they belong.
- New ways of working and delivering care - emphasising that we need to make effective use of the full range of our people's skills and experience to deliver the best possible patient care.
- Growing for the future - particularly the need to build on renewed interest in NHS careers, to expand and develop our workforce, as well as taking steps to retain colleagues for longer.

This strategy sets out a roadmap which employers, providers and individuals can take and adapt for their needs to create sustainable capacity within the health and care research environment over the next 3 years. The creation of the strategy has been collaborative with a number of significant regional partners involved to help inform the identified outcomes. For the full detailed version of the strategy click on the following link:

<https://research.northwest.nhs.uk/nw-england-nmahps-research-strategy-report/>

1) HEE Vision statement <https://www.hee.nhs.uk/>

2) <https://www.england.nhs.uk/ournhspeople/>

# IMPLEMENTATION PLAN ON A PAGE

**Our vision:** “...to support the delivery of excellent healthcare and health improvement to the patients and public of England. We will do this by focusing on the transformation of the current health workforce and the training of the future one, to help ensure there are the right numbers of staff, with skills, values and behaviours, available at the right time and in the right places.”

**Our purpose:** Research is intended to build the scientific foundation for clinical practice providing the evidence to support practitioners to provide the best and most effective care for the people we serve. Nurses, midwives, allied health professionals (NMAHPs), social care practitioners and other health-based practitioners make a significant contribution to health and social care research which informs the body of professional knowledge to establish a scientific basis for the care of individuals across their life span; from prevention and health promotion to management of patients during illness and recovery, to enabling longer healthier lives.



<b>Aims:</b>	Create a vibrant and growing NMAHP research culture underpinned by organisational commitment.	Provide clarity and support for regional research career development pathways, training and fellowships.	Invest in and support research talent within the NMAHP workforce, enhancing retention and recruitment.	Develop professionals who wish to attain research competency through a clinical research delivery route.	Provide equitable access and opportunities to research career development for health and social care professionals.
<b>Objectives:</b>	Increasing research capability through raising research awareness through enquiry and critical thinking.	Develop effective leadership and supportive infrastructure to provide support and training for NMAHP Early Career Researchers.	Provide collaborative and individual opportunities for researchers across the NW to enhance the region as an “excellent” place to work and be research active.	Ensure organisations recognise the need to actively support NIHR career opportunities, progression, leadership and professional development.	Provide opportunities and remove barriers to ensure that those individuals who wish to be active in the research environment are able to do so.
<b>Activities:</b>	Provide opportunities for collaborative working and learning across Trusts (twinning).  Ensure our programme offerings are relevant, valued & accredited.	Identify and support champions across practitioner networks.  Facilitate collaboration across Health, Social Care, Local Authority Services and Higher Education.  Support existing and create new communities of practice.	Enhance Bridging Scheme and Internship programme to include Social Care and others.  Create clear research career pathways for practitioners.  Provide effective coaching and mentoring programmes.	Provide training and development of workforce to develop research and research delivery skills.  Measurable enhancements and improvements to patient services and care led by NMAHPs.	Ensure that appropriate resources are in place to enable equitable access.  Celebrate successes of individuals and organisations.
<b>What success looks like:</b>	Creation of a supportive environment that values the development of research skills and experience.	Design and implement a clear research career structure for NMAHPs and others which includes clinical research delivery and clinical academic pathways.	Have a clear and effective research related communication strategy to ensure that NMAHPs and others are linked into opportunities to engage, contribute to and lead on research.	Work closely with CRNs to ensure that anyone within the workforce can be given the opportunity to reach their full research potential and that this is a key factor in recruitment and retention.	The creation of “real” early career research opportunities for those practitioners wanting to access them, supported by transparent funding mechanisms to ensure equitable access.



# THANK YOU



**NIHR** | Clinical Research Network  
Greater Manchester

**NIHR** | Clinical Research Network  
North West Coast

**NHS**  
Health Education England

For further information, email: [info@researchnorthwest.nhs.uk](mailto:info@researchnorthwest.nhs.uk)