



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



NIHR | Clinical Research Network
Greater Manchester

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Health Education England

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What is the strategy?

- A regional plan for providers and practitioners across the North West to develop research capacity and capability among Nursing, Midwifery and Allied Health Professionals in the NHS and social care.
- Commissioned by HEE NW, written and developed by NHS R&D NW in consultation with HEE Strategic Directors, Service Leads, CRN NWC, CRN GM, representatives from Social Care, NMAHP clinical academics and NMAHP and Social Care consultants from across the region and patient representatives.
- A draft strategy was shared for review prior to publication and consultation and discussion with individuals took place by MS Teams in December 2020. The final version of this strategy has been agreed and authorised by HEE NW and collaborative bodies.



Why do we need one?

- Research active organisations have better patient outcomes.
- NMAHPS clinical academic careers need developing.
- Timely, covid has highlighted the importance of research in health and social care.
- A culture of research supports recruitment and retention
- Other regions and other organisation's are developing their own strategies
- Gives a joined-up region wide approach.



Barriers and Enablers to NMAHP Research Careers

Enabling factors and barriers

Enablers

- Being awarded funding
- Experience/skills gained through training and research
- Advice, support and guidance
- Support from a mentor or manager

Potential enablers (related to CAC):

- Clearer career paths for clinical academics (CA)
- Greater integration across clinical and academic departments to support CA roles
- More grant/fellowship funding opportunities
- Greater visibility/number senior CA role models
- Greater alignment: NHS/University employment
- Larger number CA training positions

Barriers

- Availability of positions
- Availability of funding
- Maintaining research activity
- Inadequate support from employing institution

Challenges on completion of higher degree:

- Securing a research-related post that reflected their chosen area of focus
- Securing a post at an appropriate clinical level, that reflected knowledge and skills acquired or where they could sustain some research activity
- Personal research activity

Barriers related to pursuing a CAC:

- Financial implications of pursuing a clinical academic career

A Cross-Funder Survey of Enablers and Barriers to Progressing a Research-Related Academic Career in the Non-Medical Health Professions. HEE and University of Southampton, (2017):
Authors: Alison Richardson, Miriam Avery and Greta Westwood.



5 Strategic Aims

1. Create a vibrant and growing NMAHP research culture that is underpinned by core commitment from employers who recognise the value of a research active workforce.

We acknowledge that increasing research capability can be achieved thorough raising research awareness and promoting a culture of enquiry and critical thinking. This means we need to: Create a supportive environment that values the development of research skills and experience.



2. Provide clarity and support for regional research career development pathways, training and fellowships for NMAHP research careers.

We acknowledge that to continually build research skills and confidence in individuals there needs to be effective leadership and an appropriate and supportive infrastructure with good collaboration across all sectors who provide support and training for NMAHP Early Career Researchers.

This means we need to: Support a clear research career structure for NMAHPs which includes clinical research delivery and clinical academic pathways in order to provide a research workforce that is capable of delivering the national and regional research agenda.



3. Invest in and support research talent within the NMAHP workforce, to maximise research career potential and enhance NMAHP retention and recruitment across the region.

We recognise the need to provide collaborative and individual opportunities for researchers across the region earlier in their career, to ensure that individuals can benefit from continued professional development and that the North West health services are recognised as “excellent” places to work and be research active.

This means we need to: Have a clear and effective research related communication strategy across the North West region to ensure that NMAHPs are aware of the opportunities to engage with, contribute to and lead on research.



4. Develop those professionals who wish to attain research competency through a clinical research delivery route, thereby leading and delivering research led by others.

We recognise the need to actively support NIHR career opportunities, progression, leadership and professional development for NMHAPs and the wider research delivery workforce.

This means we need to: Work closely with our 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.



5. Provide equitable access and opportunities to research career development for health care professionals from both health and social care practice.

We recognise the need to provide opportunities and remove barriers to ensure that those individuals who wish to be active in the research environment across health and social care are able to do so at a level that benefits them at an individual level but also benefits their employing organisation.

This means we need to: Ensure that appropriate resources are in place to enable equitable access, this includes the introduction of enhanced HEE funded schemes for example, The Bridging Scheme for Social Care. Transparent funding and support mechanisms in place to ensure equitable access.



What next?

- The region's health and social care system is a devolved matter
- Each individual administration has the flexibility to deliver this strategy in the way in which it is most effective for their population.
- However, all 4 partners (CRN NWC, CRN GM, HEE NW and NHS R&D NW) in this strategy are committed to working together collaboratively.
- Wherever possible, will pool their collective efforts and take a NW wide approach.



Roadmap

- Included in this document is a roadmap to show how the strategy may be delivered.
- We have called this the “Implementation Plan” for clarity of understanding.
- To ensure effective change across the spectrum of activity that is currently in place, (or in some cases lacking regarding effective and accessible access to research career pathways), it is anticipated that NMAHP leaders from individual organisations will take responsibility and accountability for delivering opportunities and mitigating or removing barriers.



Regional Implementation group

- A group of senior NMAHP leaders and clinical academics.
- Identify organizational and system barriers
- Collaborate and support each other to develop and implement ideas and opportunities
- Monitor response to and progress of strategy
- Review and influence future regional strategies going forwards
- Provisional date for first group meeting 14th September 2021



Current NMAHP regional and national research capability and capacity training and fellowships

- Regional research pre- Masters internships delivered by NHS R&D NW (on behalf of HEE),
 - ARC GM and ARC NWC pre-Masters internships
 - Regional Pre- and post doc bridging fellowships- NHS R&D NW
 - National NIHR ICA fellowships
 - Regional NIHR CRN NWC Scholars programme
 - Regional NIHR CRN NWC & GM ECRDP
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- (Please note this is not a comprehensive list and training and fellowships are offered through local trusts and regional organisations such as CAHPR)



Questions?

Contact:-

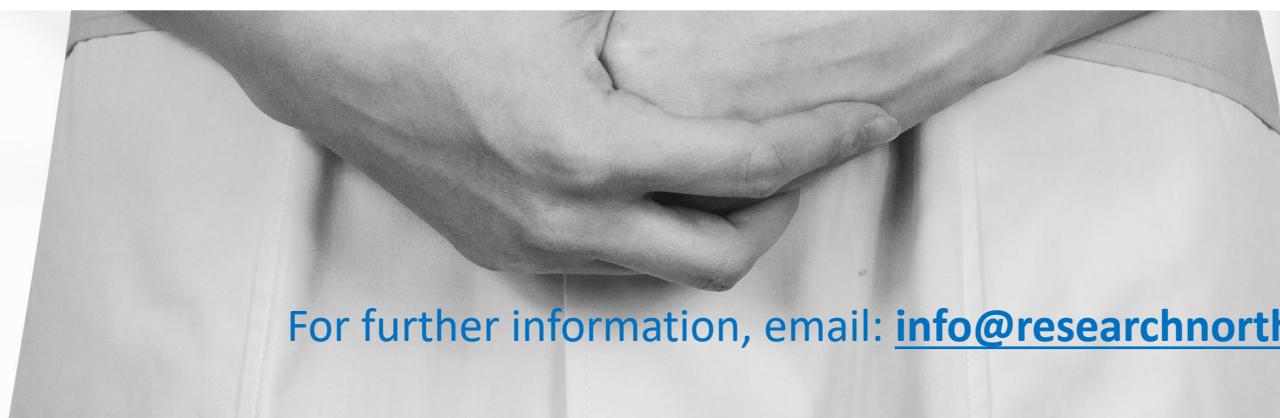
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Website: <https://research.northwest.nhs.uk/nw-england-nmahps-research-strategy-report/>

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