

Nursing, Midwifery & Allied Health Professions' Strategy 2016-2018: Appendix 1 Research

Cambridge University Hospitals Foundation Trust

Nursing, Midwifery and Allied Health Professional Research Strategy

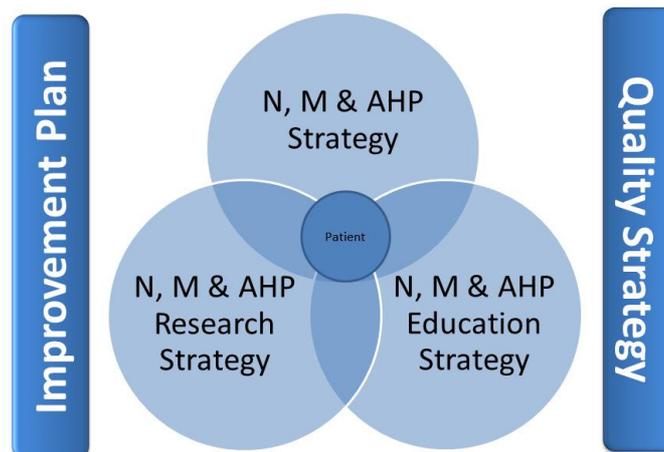
Our Vision:

Our vision is to become a world-leading centre for nursing, midwifery, and allied health professional (NMAHP) research and to become a nationally recognised leader in developing and supporting clinical academic careers for nurses, midwives and allied health professionals. Our research will enhance and extend CUHFT biomedical research and provide the evidence for excellent person-centred, safe and clinically effective patient care. We will support high-quality conduct of all research across CUHFT.

We will achieve our vision through research capacity and capability building at individual, team, organisational and supra-organisational levels (networks and support units). Our aims follow the principles of research capacity building proposed by Cooke (2005):

- Ensuring research is integral to practice
- Building skills and confidence
- Investing in infrastructure
- Developing linkages and collaboration
- Developing actionable dissemination
- Building sustainability and leadership.

The research strategy is an integral component of the Nursing, Midwifery and Allied Health Professions' Strategy 2016 – 2018, and supports the priorities identified in that document.





Objectives and Measurable Outcomes

Objective 1:

To develop and support a research rich environment in which research is integral to practice:

- a. Nursing, midwifery and allied health professional (NMAHP) staff consider research to be integral to improving patient care and clinical practice rather than an activity removed from practice.
- b. The delivery of clinical research is seen as a core activity in the NHS
- c. Patients are aware of research studies and trials, and staff can refer patients to appropriate resources if they ask about involvement in clinical research.
- d. Staff have increased awareness of research contributions to patient care that is person-centred, safe and clinically effective
- e. There is greater use of research evidence in development, review and revision of policies, procedures and quality metrics at ward and division level
- f. NMAHP staff are engaged in identifying research priorities for Trust

Measurable Outcomes Objective 1:

1. At least one evidence-based review of a NMAHP policy or quality metric annually
2. Discussion and identification of research priorities occurring throughout divisions and Trust annually
3. Dissemination of identified research priorities throughout Trust and communicated to regional universities providing degree programmes annually
4. Staff on any ward can identify studies occurring in their area, and whom to contact
5. One ward-based research project to which ward teams contribute
6. Staff-led discussion of research or journal clubs

Objective 2:

To build research skills and confidence in individuals as part of the clinical academic pathway

- a. Provide workshops, conferences and mentoring for staff interested in developing research skills
- b. Disseminate information about educational opportunities and funding for research
- c. Provide competitive internal research fellowships for staff intending to apply for external doctoral and post-doctoral awards
- d. Develop staff with research degrees to become mentors to others
- e. Seek external funding for research engagement and training of staff

Measurable Outcomes Objective 2:

1. Establish website/blog/twitter account with updated news and links to resources and internal / external training opportunities
 - <http://www.cambridge-brc.org.uk/nurses-midwives-and-allied-health-professionals>
 - <http://www.cambridgenursesinresearch.co.uk/>
 - <http://www.phpc.cam.ac.uk/pcu/research/research-groups/cnrg/clinical-nursing-research-group-blog/>
 - Twitter: @CNRGCAM
2. Annual conference, workshops and training opportunities with increasing attendance
3. ACT/BRC Fellowships for NMAHP staff established to provide time and support to develop competitive doctoral (and post-doctoral) fellowship applications to NIHR, HEE/NIHR ICA or equivalent charity or research council.
4. Submission of NIHR, HEE/NIHR ICA research internships, MClInRes, doctoral and post-doctoral fellowships by staff annually
5. Increasing proportion of staff successful at obtaining studentships and fellowships
6. Increasing number of staff involved in research led by nurse, midwife and AHP investigators

Objective 3:

To develop linkages and collaboration between NMAHP staff and established investigators/research groups in the Trust, University and external groups

- a. Maintain relationships with researchers in the BRC, Clinical School and external research groups
- b. Seek opportunities for staff to be involved in research within the Trust and University
- c. Provide networking opportunities with investigators and research groups
- d. Develop collaborative research projects with investigators in the Trust, Clinical School and externally

Measurable Outcomes Objective 3:

1. Cambridge BRC sponsored Distinguished Speakers (Prominent NMAHP researchers) annually
2. Number of staff involved in Trust and University Research Groups and studies
3. Staff applying for studentships and fellowships have Trust and/or University supervisors and mentors
4. Annual networking events

Objective 4:

To ensure that NMAHP research is disseminated and acted upon as appropriate

- a. Establish expectation that research conducted as part of any degree is presented and discussed at ward, division and/or Trust level
- b. Support staff dissemination of research through regional, national and international conferences and through publication
- c. Discuss implications for practice of all NMAHP research

Measurable Outcomes Objective 4:

1. Establish attendance numbers for CUHFT NMAHP research events in 2016 and increase ward staff attendance 10% per year.
2. 10% annual increase in presentation and discussion of practice implications of NMAHP research at ward and division level (required for all students)
3. Establish number and quality of NMAHP publications and presentations at regional, national and international levels in 2016 and aim to increase by 10% yearly

Objective 5:

To establish an infrastructure that supports research activity and clinical academic careers for staff

- a. Establish a clinical research leadership (CRL) group to oversee the strategy and its implementation.
- b. Develop policies, procedures and pathways for supporting research training and clinical academic roles
- c. Incorporate research activities as part of job descriptions and appraisals

Measurable Outcomes Objective 5:

1. Clinical Research Leadership group established; terms of reference, schedule of meetings and annual reporting to Trust and BRC by end 2016
2. Research activities essential component of all JDs and appraisals beginning 2017
3. Clear career progression and staff development opportunities for research staff
4. Template for clinical academic roles

Objective 6:

To build sustainability and leadership in NMAHP research

- a. Develop a critical mass of clinical academic NMAHP staff linked to strong research teams and programmes of research
- b. External funding for NMAHP programmes of research

Measurable Outcomes Objective 6:

1. Number of staff using research skills as part of their clinical roles
2. Number of staff with clinical academic roles
3. Amount of funding coming into Trust and University for NMAHP programmes of research

Reference: Cooke J. A framework to evaluate research capacity building in health care. BMC Family Practice. 2005; 6:44. Doi: 10.1186/1471-2296-6-44.