



School of
**Nursing, AHPs
and Midwifery**

Belong • Grow • Contribute

Nursing, Allied Health Professional and Midwifery

Research Strategy

2023- 2027



University Hospitals Birmingham
NHS Foundation Trust



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Foreword

Professor Annie Topping

Professor of Nursing, University Hospitals Birmingham NHS Foundation Trust and University of Birmingham

“The aim of this strategy is to set out for you the next steps in our journey to make research part of every nurse, midwife and AHPs practice.”

We are delighted to launch the University Hospitals Birmingham NHS Foundation Trust (UHB) research strategy designed specifically for Nurses, Allied Health Professionals (AHPs) and midwives.

Research is fundamental to evidence-based healthcare and the foundation for safe and effective care. The spread of COVID-19 and subsequent global pandemic emphasised the value of research to drive the care we deliver for those we serve and inform decision-making. The Trust, in partnership with the University of Birmingham, working in alliance with Birmingham Health Partners (BHP) have been working collaboratively over a number of years to bring innovation to clinical application and increase the number of clinicians including nurses, AHPs and midwives involved in research. We have provided various courses, workshops and other opportunities to enable practising clinicians like you to develop the skills you need to get involved and, importantly, undertake clinical research. The aim of this strategy is to set out for you the next steps in our journey to make research part of every nurse, AHPs and midwife's practice.

As you are probably aware, the Chief Nursing Officer for England launched a strategic plan for research in 2021, this was followed by the creation of a Head of Midwifery Research post at NHS England and launch of the Allied Health Professions' Research and Innovation Strategy in 2022. Collectively they set out a

vision and intent for us all to work together to bring about transformational change through research and innovation, driven by and led by nurses, AHPs and midwives. Those involved with capacity building at UHB have reviewed our work to date and are aware we need to accelerate the pace, if the growth and sustainability needed across our nursing, AHP and midwifery community is to realise our potential as clinical researchers and evidence-based practitioners.

This strategy seeks to set out how we will deliver that national ambition at a local level, here at UHB.

Nurses, AHPs and midwives, and your teams, working collaboratively with patients and their relatives on a day-by-day basis, know what needs to change. Research is one of the tools that can bring about those improvements. If you are an enquiring clinician who wants to incorporate research into your work, then this strategy is for you.

Likewise if you are a manager who has staff interested in research, or indeed want to help support staff who aspire to be active in research, this strategy contains a roadmap and signposting for you and your team. We invite you to make contact with the Clinical Academic Careers Team and encourage you to get involved and realise that ambition.

Foreword

Margaret Garbett

Chief Nurse, University Hospitals Birmingham NHS Foundation Trust

“As the largest healthcare professional group, nurses, AHPs and midwives are the backbone of our healthcare system.”

UHB has the largest collective workforce of nurses, AHPs and midwives in the Midlands, and is made up of more than 8,500 individuals working across acute and community care settings. As the largest healthcare professional group nurses, AHPs and midwives are the backbone of our healthcare system, and are crucial to solving our region's most pressing and persistent health challenges. Nurses, AHPs and midwives interact closely with individuals and families, and work with a deep understanding of the personal and societal factors that influence health. Our nursing, AHP and midwifery research colleagues are key to unlocking the unique power and potential to reinforce the relationship between research and the quality of the care we provide.

Research is recognised for its importance in healthcare as a principle driver in providing evidence-based treatment and care options for patients. However, sometimes nurses, AHPs and midwives feel under-supported and overstretched and unable to find the support or time for research. There exists the perception that research 'is, somehow, done by others'.

Over the last few years, UHB has advanced the support to develop nursing, AHP and midwifery careers, by providing the teaching and development needed to enhance research capability and capacity. This strategy leads the way on the next stage of transformation, by providing the direction and guidance for both the organisation and individuals to create nursing, AHP and midwifery clinical academic roles and maps out the potential for a future nursing, AHP and midwifery research career structure.

The aim of our strategy is to put nurses, AHPs and midwives right in the centre of this work, ensuring that in the application of research we consistently deliver up-to-date evidenced-based practice and develop a reputation for leading research that is person-centred and clinically driven. To demonstrate my commitment to nursing, AHP and midwifery research we will be launching the Chief Nurse Fellowships in 2023.

As we look to the future, it is critical we think about how we enable the next generation of nurses, AHPs and midwives to lead research and build a robust evidence base grounded in excellent patient care.

Introduction

“Nurses, AHPs and midwives are central to driving future clinical research at UHB. They bring their disciplinary expertise to research, generating questions embedded in clinical practice challenges.”

This research strategy is for all nurses, AHPs and midwives working at UHB, whether you are leading research, an aspiring researcher, involved in research delivery or delivering evidence-based care. Nurses, AHPs and midwives are central to driving future clinical research at UHB. They bring their disciplinary expertise to research, generating questions embedded in clinical practice challenges. They are key to delivering population relevant research studies across the trust. This research strategy aims to support talent, in order to improve patient care and outcomes. During the COVID-19 pandemic, thousands of people were recruited into COVID-19 related studies at the Trust.

Nurses, AHPs and midwives were central to the recruitment and delivery of these studies. Many resulted in advances in the way people with COVID-19 were treated.

Being a research active organisation brings many benefits (Jonker and Fisher 2018). Research led and delivered by nurses, AHPs and midwives can, and does, make a significant improvement to patient outcomes and increases staff retention (Trusson et al. 2019, Newington et al. 2021). The contribution of nurse, AHP and midwife-led research has been recognised and is now being driven nationally since the publication of the Chief Nursing Officer for England Strategic Plan (NHS England 2021), the Health Education England AHP strategy (HEE 2022) and the Royal College of Midwives Research and Development Strategy (RCM 2021). Given this impetus it is now timely to refresh and strengthen our existing research strategy (UHB 2018). The strategy has been co-produced with nurses, AHPs and midwives at UHB, along with patients, members of the public, and pre-registration students through a series of online workshops. The fundamental vision of this revised research strategy is to improve the health of our local populations by supporting nurses, AHPs and midwives to lead, deliver and apply research.

Vision

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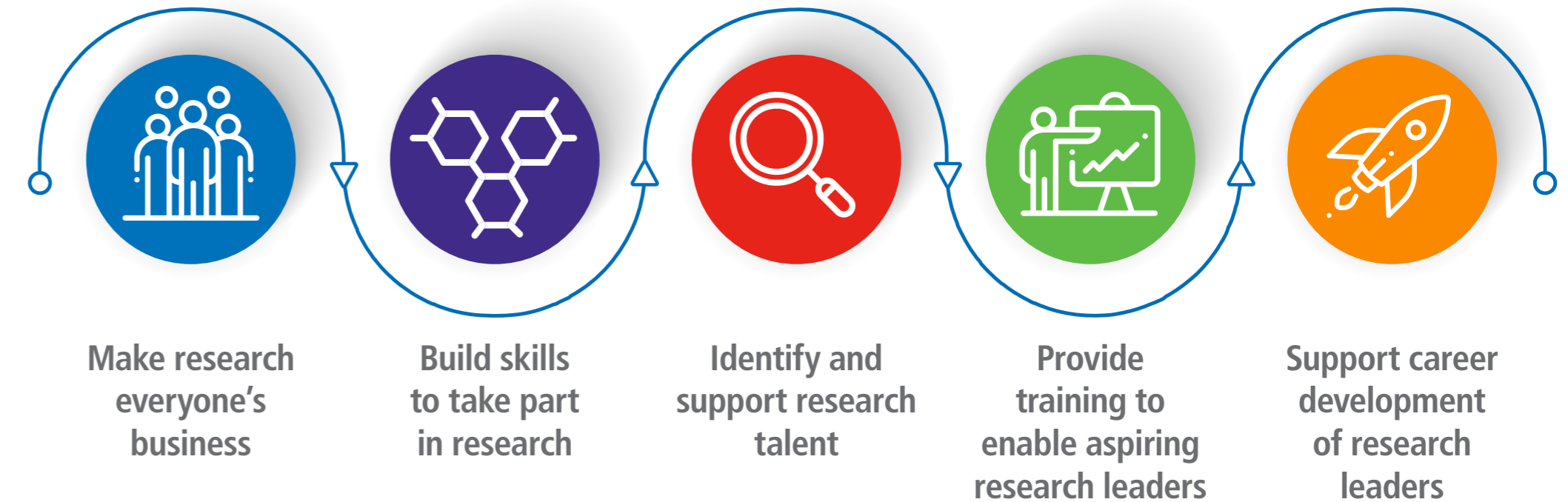
To improve the health of our local populations through supporting nurses, AHPs and midwives to lead, deliver and apply research.

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Priorities

The vision is underpinned by five priorities (Figure 1).



Priorities

Make research everyone's business - objectives

2023 - 2025

- » Increase accessibility and visibility of Trust's clinical academic website

- » Promote research training opportunities through clear communication channels

- » Develop a signposting resource for early career researchers

- » Increase awareness of research delivery roles and contribution to research across UHB

- » Work with the Communications Team to ensure research activity is visible to nurses, AHPs and midwives and actively promoted

- » Celebrate current clinical academic activity at UHB through various communication channels including newsletters, social media and professional-specific conferences

2025 - 2027

- » Develop research awareness resources including presentations to undergraduates and newly qualified staff

- » Continue to refine methods of collecting other outcome and impact data with research and innovation and then disseminate to staff

- » Provide opportunities to share information about current research studies with all colleagues to promote evidence-based practice and uptake of results



Priorities

Build skills to take part in research, audit and service evaluation - objectives

2023 - 2025

- » Develop and host clear resources on the clinical academic career website on audit, service evaluation and quality improvement

- » Host clear signposting on intranet to Health Research Authority "Is my project research?" algorithm

- » Host clear signposting to the Clinical Audits and Registries Management Service (CARMS), website and registration documentation

- » Make available audit and service evaluation resources on the clinical academic career's website

2025 - 2027

- » Develop a moodle course which is freely accessible about developing audit and service evaluation



Priorities

Identify and support research talent - objectives

2023 - 2025

- » Develop and host research career development events
- » Identify clinical staff with potential to apply for fellowships, pre-doctoral, doctoral, clinical lectureship and professorial level and support them with discussions with managers
- » Work with the Research and Development team to develop clear strategy for equality, diversity and inclusion for nurses, AHPs and midwives to ensure future research and research leaders are representative of our population, and improve access to research for underserved communities
- » Work closely with the Research Application Service to identify and support nurses, AHPs and midwives applying for research grants
- » Identify those who have been unsuccessful with grant applications and offer to support for re-application for other awards

2025 - 2027

- » Develop and host clear information on the intranet and clinical academic careers site regarding, process of costing a study, obtaining sponsorship, ethical approval and Research and Innovation processes e.g. setting up a study
- » Disseminate research funding opportunities to all staff including fellowships and grants
- » Collaborate with managers and the Education Team to identify sources of funding to support dissemination of research
- » Work with colleagues in Human Resources to incorporate research into job plans using a programmed activity timetable to protect research time
- » Work with colleagues from Human Resources to protect employment terms and conditions for nurses, AHPs and midwives whilst on fellowships
- » Include research in the personal development plan template so discussions about research development, skills and role are integral to annual appraisal



Priorities

Provide training and development to enable aspiring researchers - objectives

2023 - 2025

- » Develop an internal flexible clinical academic mentorship program. Provide mentors with training and identify and match mentors and mentees
- » Offer opportunities for academic writing, specific grant writing workshops and peer review groups
- » Continue to develop and host the Preparing for Research Delivery Program (PREP)

2025 - 2027

- » Work across medical and non-medical groups with research and innovation and Birmingham Health Partners to provide and promote a host of research education including introduction to qualitative, quantitative and mixed methods research
- » Fund internal nurse, AHP and midwife pre-doctoral, doctoral and post-doctoral fellowships through education and research and development funds, with support from UHB Charity



Priorities

Support career development of research leaders - objectives

2023 - 2025

- » Promote opportunities about participation in national and international committees such as National Institute for Health and Care Excellence (NICE) guidelines or scientific panels to increase leadership opportunities
- » Ensure strategic support for clinical academic and research roles in the Trust
- » Work closely with education leads across the Trust to ensure research is integrated into all educational activities
- » Work with leads from Human Resources, and managers, to facilitate honorary contracts and joint appointments between UHB and higher education institution

2025 - 2027

- » Move towards achieving the Association of UK University Hospitals (AUKUH) goal of 1% of qualified staff to be in a clinical academic role by 2030
- » Ensure representation from nurses, AHPs and midwives on key Trust and national committees and groups relevant to research and clinical academic careers e.g. Clinical Academic Roles Implementation Network (CARIN)
- » Review nursing, AHP and midwifery job descriptions and aim to include reference to research and evidence-based practice objectives as part of appraisal
- » Increase number of clinical academics in the organisation at all levels including professor
- » Work with managers and leaders to identify mechanisms to support the development of substantive clinical academic roles, and provide a clear structure of progression through the different levels



Contact us

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