# Building Clinical Research Capacity and Capability through Education

Abby Waters- Clinical Research Delivery, Team Lead Emma Heron- Clinical Research Specialist Nurse









### Research and Development Strategy

### Research – A Core Activity

2022-2027



Strategic objective 1: developing a sustainable research workforce. Supporting, nurturing and building on research in areas of strength will provide staff with the tools and opportunity to take part in the delivery of research at a local level.

Strategic objective 2: investing in staff and infrastructure will ensure support is in place for the right people to deliver the right research, at the right time, in the right place.

Strategic objective 3: aims to develop a streamlined, efficient and innovative research programme, fully integrated at an operational level. The research programme will support the delivery of our three-year plan by conducting research that aims to address health inequalities and meet the needs of our local population.

The strategy aligns to the "Health and Care Research Wales support and delivery strategic framework", "CReSt: cancer research strategy for Wales" and the "UK 10-year vision for research: Saving and Improving Lives: The future of UK clinical research delivery".

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The programme for the wider ABUHB workforce to engage, explain and development of new research. Strategic Action 2:

# Strategic Action Z: Develop and deliver a training programme for all research active staff and those assoring to become researchers including. International Conference on Harmonization Good Clinical

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International Conference on Harmonization Good Clinical Practice (ICH GCP) training is
mandatory for anyona involved in clinical receasing that involved by training is International Conference on Harmonization Good Clinical Practice (ICH GCP) training is international ethical and scientific quality standard for designing. Conducting, recording recording recording. mandatory for anyone involved in clinical research that involves human subjects. It is the and renorms such trials ICH-GCP aims to provide a unified standard for the ICH resions international ethical and scientific quality standard for designing, conducting, recording and reporting such trials. ICH-GCP aims to provide a unified standard for the iCH regions of clinical data by the regulatory authorities in these and reporting such trials. ICH-GCP aims to provide a unified standard for the ICH regions including acceptance of clinical data by the regulatory authorities in these

Both the Health Research Authority (HRA) and the Medicines and Health Products

Appropriate Approximation and Approximat Both the Health Research Authority (HRA) and the Medicines and Health Products

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The conduct of the co Regulation Agency (MHRA) advocate a proportionate approach to the application of conduct of research and the appropriate training of staff involved, including those ABUHB specialist research delivery team members will be trained to facilitate and arrangement of the staining for ABUHB staff leaguing matricination in viting the staff leaguing matricination in vi

ABUHB specialist research delivery team members will be trained to facilitate and expectations articipate and articipating in clinical

### <sup>3rch</sup> Apprenticeship

of research apprenticeships is to support the integration of clinical research of research apprenticeships is to support the integration of clinical research clinical care by offering opportunities for nurses and Allied Health Professionals and Allied Health Profession clinical care by offering opportunities for nurses and Allied Health Professionals to into clinical research within their chosen specialty, supported by a specialist continuing to devalon this scheme. clinical Atep into clinical research within their chosen specialty, supported by a special spec hivery team member, incougn communing to develop this scrieme, conical pacity will be built in specialist areas, in turn increasing the opportunities for arrival in racearch and embed chinal fracearch for Ast and chinal care acity will be built in specialist areas, in turn increasing the opportunities for articipate in research and embed clinical research into ABUHB clinical care.

ne Application of Good Circos Practice to Native for Researchers (ARA, Mosta, Devoked Northern Reland, Scotland and Wilessy 10 Feb 2000

CPD EVEITS

CPD events are aimed at current and potential researchers. Training is proportionate to the participant and aims to provide them with the knowledge and CPD events are aimed at current and potential researchers. Training is proportionate to the participant and aims to provide them with the knowledge and skills required to progress their research careers. That may be at ward level, supporting research experience of the participant and aims to provide them with the knowledge and the specialist research team and local pt. getting involved in a simple evaluation. skills required to progress their research careers. That may be at ward level, support the specialist research team and local PL, getting involved in a simple evaluation, on the more senior role of CL. Particinants will be introved. the specialist research team and local PI, getting involved in a simple evaluation, progressing to PI or taking on the more senior role of CI. Participants will be introduced to the research and devolution framework, the local infractructure available trade and progressing to PI or taking on the more senior role of CI. Participants will be introduced to the research and development framework, the local infrastructure, available tools and most anoromiate training opportunities. for example HCRW Clinical to the research and development framework, the local infrastructure, available tools and sign posted to the most appropriate training opportunities, for example HCRW Clinical

- Participation in senior leader education programmes including the Senior Clinician CPD
   \*\*eescions\*\*
- Birnonthly Principal Investigator Training programme. Supporting new and established principal Investigator training programme. Bimonuny Principal Investigator Training programme, Supporting new and estate from the supporting new and estate group learning. Bespoke consent training for multi-disciplinary teams new to research. Building quality

### Student placements

Student placements

One of the pillars of university designation is to educate our future workforce. The sen ream required placements for children nurseas who through training a One of the pillars of university designation is to educate our future workforce. The R&D team regularly provide placements for student nurses, who through training and made aware of research as a career nathway. The henefits are that the R&D team regularly provide placements for student nurses, who through training and mentorship are made aware of research as a career pathway. The benefits are that the student will grow to understand what being involved in research means not only to them. mentorship are made aware of research as a career pathway. The benefits are that the students will grow to understand what being involved in research means not only to them at the career in clinical research but student will grow to understand what being involved in research means not only to them but also to their patients. Students who do not choose a career in clinical research but on to work in clinical areas will be able to but their learning into practice working. but also to their patients. Students who do not choose a career in clinical research by 80 on to work in clinical areas will be able to put their learning into practice working according to a characteristic formulation of the characteristic for

- go on to work in clinical areas will be able to put their learning into practice working alongside the specialist research team as research is embedded into routine clinical care. Active student placement in the Registered Nurse Training Programme - Cardiff

  Linkwarsity and University of South Wales Opportunities to explore Allied Health Professionals Training programmes - Cardiff
- Working with MSc students.

NIHR Associate Principal Investigator (PI) Scheme

The Associate Principal IIIVESUSCIUI (FI) Scheme is a six month in-work training opportunity, providing practical constraints of the pr The Associate PI Scheme is a six month in-work training opportunity, providing practical experience for healthcare professionals starting their research career. Staff who would not a clinical research in their day-to-day roles. under the mentorship of an enthusiastic local PL

experience for healthcare professionals starting their research career. Staff who would not have the opportunity to get involved in clinical research in their day-to-day roles to experience what it means to work on and deliver an NIHR nortfolio trial. normally have the opportunity to get involved in clinical research in their day-to-day roles under the mentorship of an enthusiastic local Pl. • The local research delivery facilitator will raise awareness and provide support for both The local research delivery racilitator will raise awareness and provide support to participate in the NIHR Associate PI scheme.

NIHR Clinical Research Practitioner (CRI

The NIHR CRP programme provides the opportunity to develo The nink City programme provides the opportunity to develop upskilling non-registered practitioners to perform clinical roles to accompany to the control of Wales CRPs registration and accreditation working group (HCRV)
receases delinear rules that impulse disease contract with nationse Wates City's registration and accreditation working group informations and accreditation working group informations and accreditation and accreditation and account of the patients. research delivery roles that involve the Lithible with powerful CRPs are now identified as an occupational group in health and compactional characteristic Authority (DCA1 Tho OCA is the house that Cities are now identified as an occupational stroup in meanif and professional Standards Authority (PSA). The PSA is the body that a constant and co Processivial statistical sequences with an action of the process of the people who work in health and social care. accredited registers of people with work in theath and solvier large.

Registration for CRPs was approved by the PSA as part of the Acade

According conserver.

Participate in the HCRW steering group aimed at developing care.

Enhanced skills – specialist delivery team The Health Boards investment in a new clinical research centre provides The Health Boards investment in a new conicin research centre provides of research, clinical trials and interventions to be managed on site. The special series of the special series of the series of the special series of research, clinical trais and interventions to be managed on site. The special team can perform clinical tests; for example, phlebolomy, spinning and preteam can perform clinical tests: for example, prilevolutity, spiriting and pro-samples; treatments; for example, infusion or chemo therapies and also spiriting and Samples, treatments, for example, inhusion or chanto uncrapies and any see for example, spirometry, ECG, and ultrasound scanning. Enhancing the skill enhancing the skill and an analysis of the second scanning and any second scanning. for example, spirometry, ECG, and ultrasound scattling, childrichis une skill specialist research team enables the Health Board to take full advantage of the spirolate of the s specialist research team enables the meanth abarb to take run advantage or the facility and opens up opportunities for R&D to Offer a wider range of studies to the contract of the facility and opens up opportunities for R&D to Offer a wider range of studies to the contract of the facility of the facil

- Developing the specialist delivery team to ensure research nurse competent of the area in placed and maintained to delivery team to ensure research nurse competents. Developing the specialist delivery learn to ensure research nurse competence in place and maintained to delive Develop the research officer role; either within the specialist team or within the NP. Develop trie research onicer role, either within the specialist team or within the near observations, venepuncture and ECGs to support the rese

The complexity of research activity will determine the level of specialist R&D Team support a directorate will need to run a particular study. The R&D Team maintain oversight of all research activity and will raise the level of support if necessary. The levels of specialist R&D support include:

# Strategy

Low complexity, low risk:

Directorate operational team with light touch research specialist team.

- Medium complexity, medium to low risk:

  Research specialist team working alongside directorate operational team in tandem.
- Complex research requiring specialist knowledge with low-risk elements that can be undertaken by directorate operational team: Specialist research team with light touch directorate operational team.
- Highly complex, medium to high risk:

  Specialist Delivery Team supporting Pl. Trial run by specialist research team.

Low complexity, low risk studies

Research Delivery
Specialist Nurse,
Non-supported studies
Offering set up support,
coaching, mentoring and
signposting

Poster. Take a look. Bringing non-supported studies in from the cold



NIHR Clinical Research Practitioner Registration

- Early adopter
- Member of the HCRW Steering Group
- 1st CRP is Wales
- Working towards becoming a verifier for CRP registrants.



In-house training programme- whole team

- Induction, mentoring and competencies
- Clinical Research skills
- Performance
- Governance
- Leadership development

"Entire team provided such an enriching learning experience for me, I would wholeheartedly recommend the team as a placement for future students.

Researchers of the future

- Student Nurse placement
- MSc long term placement



Specialist Nurse/ Research Officer Pl's

Significant emphasis on Delivery staff taking on the role of PI



Art project

- Staff and public engagement
- Gwent artsProject
- Branding & raising the profile

# Medium complexity, medium to low risk

or

Complex research requiring specialist knowledge with low risk elements

### Apprentiships

Directorate team- research champions-Proportionate GCP and study based training.

### CPD Events.

Participation in the senior leader education programme, Consultant Nurses, Specialist Nurses, Physician Associates, Open day

### Local PI training

NIHR Physicians Associate Champion-Facilitation & raising the profile of the scheme

Collaboration Events-Sharing best practice, supporting peer mentors, specialist seminars

## Research Champions & Apprenticeships

### Research Champions

- Small groups of staff in specific clinical areas
- Delegated to undertake low risk activities/ standard care activities
- GCP/ Proportionate GCP
- Proportionate study based training
- Sharing experience with clinical area

### Apprentiships/ Secondments

- Nurse/ Allied Health Professional role
- Fixed term appointments
- Competencies, mentoring and research opportunities
- Support the integration of clinical research in to NHS clinical care
- Sharing of new skills
- "Foot in each camp"

### Grow the model

Reflect and correct

Identify highly performing specialisms and areas for growth

# Build Capacity & Capability across key clinical areas

- Right people
- Right roles
- Right skills
- Right time

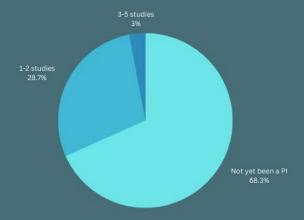




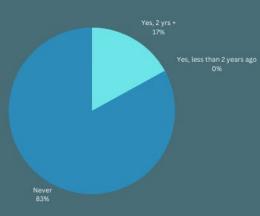
### **Local PI Training**

- Initially designed during the pandemic to support for PI's
- Specific to the needs of health board staff
  100 plus member of staff have attended

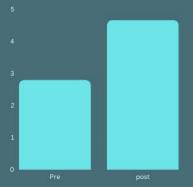




### Prior PI training



How confident are you in describing the role of PI





As I was very new to research, this course gave me enormous insight in to the role of PI

Course very useful and gave me the confidence to get involved with research

Good preparation for my upcoming role as
Associate PI