Building Clinical Research Capacity and Capability through Education

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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:

1. **Low complexity, low risk:**
   Directorate operational team with light touch research specialist team.

2. **Medium complexity, medium to low risk:**
   Research specialist team working alongside directorate operational team in tandem.

3. **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.

4. **Highly complex, medium to high risk:**
   Specialist Delivery Team supporting PI. 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
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

Researchers of the future

- Student Nurse placement
- MSc long term placement

Specialist Nurse/ Research Officer PI's

Significant emphasis on Delivery staff taking on the role of PI

Art project

- Staff and public engagement
- Gwent arts Project
- Branding & raising the profile

“Entire team provided such an enriching learning experience for me, I would wholeheartedly recommend the team as a placement for future students.”
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 into 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 experience as a PI
- 3-5 studies: 3%
- 1-2 studies: 28.5%
- Not yet been a PI: 68.5%

Prior PI training
- Yes, 2 yrs+: 17%
- Yes, less than 2 yrs ago: 8%
- Never: 82%

How confident are you in describing the role of PI

Before: 2
After: 4
As I was very new to research, this course gave me enormous insight into 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.