

Invitation for Expressions of Interest

Professional Secondment opportunities to develop a Nursing, Midwifery and Allied Health Professions research action plan for Wales

We are looking for 2 part time post holders (up to 3 days each as job share) to jointly work with the Chief Nursing Officer, Chief Allied Health Professions Advisor and Chief Advisor of Research and Development/Director of Health and Care Research Wales (in Welsh Government) to undertake specific project work to develop a Nursing, Midwifery and Allied Health Professions (AHP) strategic research action plan for Wales.

There are 2 posts available – 2/3 days a week. Secondment arrangements will be put in place to align the project with the Health Education and Improvement Wales (HEIW) Welsh Clinical Leadership Training Fellow Programme and the successful applicants will join the existing cohort of fellows. Current salary will be matched. We are looking for individuals with the right professional expertise, skills and experience rather than a specific payband. We are looking for one post with expertise in relation to the nursing agenda and the other from one of the 13 HCPC Allied Health Professionals.

If you are interested in applying for the secondment position, you must obtain permission from your current line manager prior to submitting your Expression of Interest.

The project will be for a period of 12 months and ideally start in November 2023 or on a date agreed with the successful applicant.

How to apply:

Expressions of interest are invited in the form of a 1-page document **outlining your suitability to undertake this project**, to be submitted healthandcareresearch@wales.nhs.uk by 15:00 on 20 September 2023.

Applicants are asked to include details of their relevant experience and demonstrate how they are able to meet the key skills required for the post(s).

Following the closing date for applications, informal interviews will be arranged and will centre on the key tasks and skills required of the post(s), as stated below.

Purpose of the post:

The successful individual will be working closely within senior colleagues in the Office of the Chief Nursing Officer, the Chief Allied Health Professions Advisor's team and the Research and Development Division in Welsh Government.

The post presents significant development opportunities for the post holders providing first-hand experience of the process of strategy development, contact with senior Welsh Government officials, the NHS, including Health Education and Improvement Wales (HEIW), social care, voluntary sector agencies, HEIs and other key stakeholders across Wales and beyond, and equivalent roles and organisations across the UK. The development of a research strategic action plan will identify key steps and actions with ownership and governance needed to achieve set goals.

It will enable the postholder to return to their organisation during 2024 as an expert and knowledgeable individual and champion for the nursing and/or Allied Health Professions (AHP) research agenda.

Background:

Nurses, Midwives and Allied Health Professionals play a major role in achieving goals such as improving population health, caring for people across the lifespan; during illness and through to recovery and at the end of life, as well as through preventing illness, protecting health and promoting wellbeing. They do so by working in very different ways, adapting to new models of service delivery, and ensuring provision of high quality, safe and effective care in pressurised, complex and high acuity environments across all the sectors. It is well recognised that their work in research, academia, innovation and practice is fundamental to patient safety and the delivery of optimal care across both health and social care.

Health and Care Research Wales plan for 2022-2025 sets out how Health and Care Research Wales intends to build on the legacy of the COVID-19 pandemic to improve all health and social care research, to drive improvements in health and social care services and to lay the foundations for better outcomes for patients, people and communities across Wales.

Nurses, Midwives and Allied Health Professionals that lead, undertake and deliver research across the NHS and social care have a vital contribution to make to this agenda. Nurse, Midwifery and AHP-led research which embraces evidence-based practice is key to continually improving healthcare, and their contributions as members of multiprofessional research teams drives change and embeds high-quality, evidence-based care.

Furthermore, the four UK nations have also set out a range of ambitions in *Saving and Improving lives: the future of UK clinical research delivery*¹, and the role of nurses and AHPs will be paramount in helping Wales achieve the agreed actions around: embedding research at the heart of patient care; making participation in research as easy as possible, and in creating a people-centred research environment. The implementation of this vision and its related implementation plans also recognises the need to ensure *all* health and care staff feel empowered to lead, use, deliver and participate in research as part of their role, and that they feel valued in doing so.

The Chief Nursing Officer, Chief Allied Health Professions Advisor and Chief Advisor of Research and Development/Director of Health and Care Research Wales in the

¹ [UK Government sets out bold vision for the future of clinical research delivery | Health Care Research Wales \(healthandcareresearchwales.org\)](https://www.healthandcareresearchwales.org)

Welsh Government have therefore agreed to publish a strategic action plan for research for nurses and AHPs which will cover both the academic and practice landscape and is looking for an informed and innovative thinker to lead its development. The research strategic action plan will underpin *Research matters: our plan for improving health and care research in Wales*² recognising the need for action on key professional priorities to expand and accelerate progress.

Key tasks and outcomes

- Horizon scanning of similar strategies and plans both across the UK health and social care, and HEI ecosystem as well as benchmarking beyond the UK to identify best practice and opportunities for collaboration and developing research capacity in relation to the involvement of nurses and AHPs in research, both in leading and delivering it.
- Work closely with Welsh Government, HEIW, other relevant bodies and key stakeholders across the health and social care and HEI eco-system in Wales to understand different policies and initiatives underway - with a view to dovetail and influence.
- Undertake an in-depth review of the health and social care and academic landscape in Wales to identify key research themes, research leaders, areas of strength and potential strength. The review needs to explore the following:
 - *Area/topic/nature of research*
 - *Who are the key players in Wales and where are they?*
 - *What's the capacity – to cover teams of researchers and facilities?*
 - *What are they doing/have they done– major projects/findings, grant income, etc?*
 - *What are the outputs and impacts?*
 - *Publications/discoveries/impacts?*
 - *Who are they working with in the UK and internationally – partners, networks?*
 - *Who are the leading competitors in this area in the UK and how does Wales compare to them/fit into the landscape?*
 - *Evidence of esteem*
 - *Future plans and developments – how can they progress?*
- Establish a stakeholder group, chaired by Welsh Government to advise on the development of a strategic action plan with clear and tangible recommendations and timescales for delivery.
- Using evidence from the review activity and advice from the stakeholder group, produce a draft strategic action plan which will require endorsement from Welsh Government for publication during 2024.

Key skills/competencies associated with both posts

1. We are seeking experienced individuals who have a working understanding of research in either the one of the AHP, Nursing or Midwifery professions. These roles are likely to either appeal to registrants from the professions, or

² [Health and Care Research Wales sets out ambitions in new three-year plan | Health Care Research Wales](#)

research/academic colleagues with a close working experience of the health and care sector.

2. An excellent written and verbal communicator with proven ability in developing and maintaining effective working relationships with stakeholders, bringing together a range of views and perspectives.
3. Analyse and evaluate data from various sources to identify the main issues in order to make well considered decisions.

Note Allied Health Professions (AHPs) covers following professions: art therapists, dramatherapists, music therapists, podiatrists, dietitians, occupational therapists, orthoptists, prosthetists and orthotists, paramedics, physiotherapists, speech and language therapists, psychologists.