Welsh Ambulance Services University NHS Trust

Embedding Research & Innovation in WAST

Pre-Hospital Emergency Research Unit (PERU)

Ymddiriedolaeth Brifysgol GIG
Gwasanaethau Ambiwlans Cymru
Welsh Ambulance Services
University NHS Trust

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Meet the R&I Team

Assistant Director of Research & Innovation

Professor Nigel Rees

Clinical Research & Innovation Officers

Carla Jones
Nurse

Cendl Xanthe
Nurse

Tom Dart
Paramedic

Non-Clinical Research & Innovation Officers

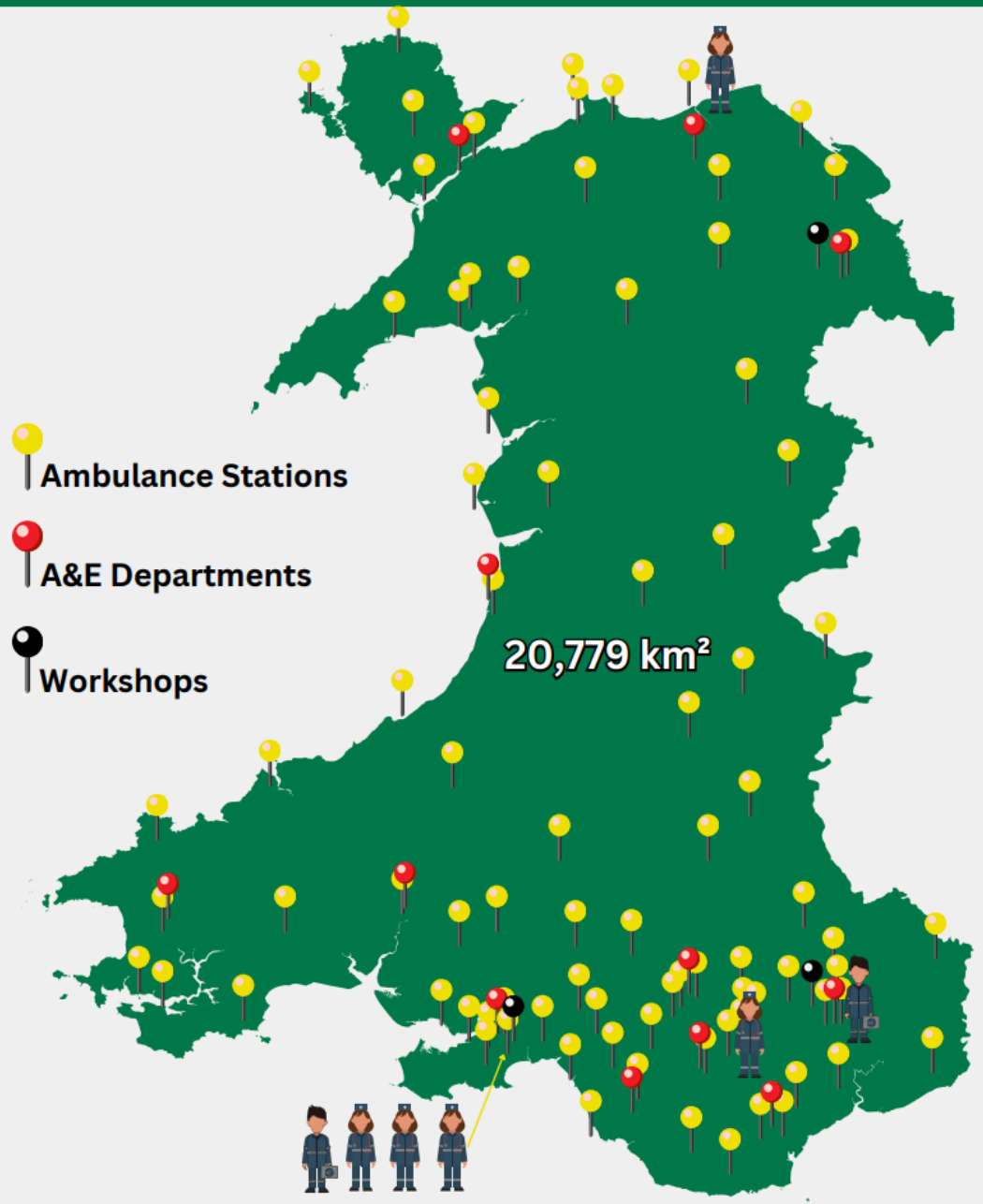
Lauren Clarke

Charlotte Levey

Lauren Williams

Sophie Price

RESEARCH ENGAGEMENT ACROSS WALES



102 Station Visits

32 A&E Visits

3 Workshops

May - July 2023

Conference Presentations

Research Development Forum - ASSIST Project

Medi Wales - PEACE 1 & 2

Medi Wales - 999RESPOND

Conference Stand

Bevan Commission Conference - 999RESPOND

Aug - Oct 2023

Conference Stand

Bevan Commission Conf.

Workshops

Bevan Commission Conf - 999RESPOND

Poster Presentations

Health and Care Research Wales

- WAST Drone Technology in Wales
- All Wales Research Delivery
- RELIEF

Nov - Jan 2024

Conference Presentation & Poster

Global Conf. of Emergency Nursing and Trauma care – 999 RESPOND

Workshops

WAST R&I Workshop - Swansea, Cwmbran & Wrexham

Jan - Mar 2024

Workshop

WAST R&I Workshop- Wrexham

Event Stand

WAST Big Bang

Apr - Jun 2024

Conference Presentations

Research Development Forum (RDF) - All Wales Research Delivery

Poster Presentations

RDF – Drones

College of Paramedics – PEACE x2

Conference Stand

HCRW

Jul - Sept 2024

Workshops

999 RESPOND Workshop

SBRI Enhancing Medical Supply Chain Resilience with Drones

Oct - Dec 2024

Conference Stand

Health and Care Research Wales Conference

CEO Roadshows - Wrexham Llandudno, Cardiff, Bulith Wells, Carmarthen

Challenges

- Increasing R&IOC visibility comes with increased resources to cover pan Wales due to rurality & poor transport links
- Accessibility to station issues with key code requirements or no staff on stations
- Difficulty approaching clinicians at EDs at appropriate opportunities
- Availability for colleagues at workshops or events due to REAP Levels, Clinical and On-Call Commitments

Advantages

- Professional relationship development and networking opportunities across the Trust.
- WAST Colleagues demonstrated open and honest discussions in person.
- Increased understanding of setup and challenges in different regions and localities.
- Building an awareness of the RSOCs role in WAST
- Personal confidence and skills

EMBEDDING RESEARCH IN WAST CODING THEMES

1 COMMUNICATION & VISIBILITY

- Research Results
- Current Portfolio
- Showcasing Research
- Accessing e-Mails

2 INCLUSIVITY & EXPOSURE

- Low Morale
- Competing Pressures
- All grade inclusion
- Operational Release
- Geographical Area
- Skill Decay

3 UNDERSTANDING OF RESEARCH

- Research Careers
- Understanding Terminology
- Research Ideas
- Current topics

4 ETHICAL CONSIDERATIONS

- Patient Safety Concerns
- Clinician Autonomy
- Sensitive & Time Critical
- Legal Implications

5 LEARNING & INCENTIVES

- Evidence Based Practice
- CPD Opportunities
- Overtime and TOIL
- Student Projects

6 STRUCTURES & SYSTEMS

- Align to corporate Stategies & Objectives
- Training Processes & Induction
- Professional Frameworks
- PADR
- Job Descriptions
- EPCR

COMMUNICATION & VISIBILITY

Colleagues feedback to us included that they were not aware of what Research was currently going on in WAST, the results of studies they may have been involved in and where to find department updates.

" Encourage people to be inquisitive and engage with disciplines and communities beyond normal circles "
- Workshop Attendee

" I don't know about any research going on in WAST, and don't feel it's relevant to my role" - ***EMT***

" A Teams channel would allow staff to contact you and access information. You could also post information about workshops, conferences and training opportunities " **- Paramedic**

INCLUSIVITY & EXPOSURE

Colleagues felt that low morale, competing pressures, skill decay and release from operational duties were a barrier to engagement. Many also felt all research was aimed solely at Paramedics and excluded all other grades within the Trust.

" The drive to better patient care is diminishing due to staff spending their whole shifts sat outside A&E departments and not attending jobs."
- Paramedic

"Current WAST research activity largely depends on personal passion for research"
- Workshop Attendee

" Delays and moral are affecting staff engagement and skill decay." **- Paramedic**

UNDERSTANDING OF RESEARCH

Staff described not understanding Research terminology, processes or the rationale behind topics. Better understanding of Research Careers and Pathways and suggested areas of focus for research were suggested would help to improve engagement.

" Exposure to the wider R&D portfolio is both interesting and informative and helps put my own research in context. "
- Workshop Attendee

" Bridging the gap between other directorates and the R&D department. "
- Workshop Attendee

" Champion the impact research we have done and how it has changed policy and practice."
- Workshop Attendee

ETHICAL CONSIDERATIONS

Staff spoken to highlighted concerns of ethical priniciples behind projects which included patient safety, the time critical nature of the role, sensitivity of discussions with patients and relatives, and the high value of their clinician autonomy.

" Are we putting patient care at risk by putting the research study first, in an emergency situation."
- Paramedic

" Having to open an envelope and potentially delay patient care."
- Paramedic

" We have so much kit and can be by ourselves, so it adds another element to the role in an emergency which is too much pressure."
- **CHARU Paramedic**

LEARNING & INCENTIVES

Staff described the importance of evidence-based practice and types of incentives that would get them involved including; TOIL, Over Time, CPD Hours and Vouchers. They also expressed interest in more training to be available.

" Research pathways and careers not clear, staff may not have time or capacity to do PHD's and other routes to leading research/education may be of value. "
- Workshop Attendee

" Incentives such as £25 vouchers for staff may engage staff in research more. " **- DOM**

" Face to face opportunities, more training days not just one day MIST or making an informed research session part of MIST to make staff aware of ongoing trials and how they can get involved. " **- Workshop Attendee**

STRUCTURES & SYSTEMS

Colleagues felt Research is not a pritotiy in WAST and described a need to align Research into corporate strategies and objectives. Suggestions for building Research into current structures and systems included though MIST, PADR Discussion, Job Descriptions and Interview processes.

" Research appears to not be prioritised by WAST and individuals who get grants/ complete studies are not recognised for their achievements. "
- Workshop Attendee

" Research and evidenced based practice was really pushed in uni, but as soon as I became a Paramedic, it all stopped." **- NQP**

" Everyone has their own agendas and priorities. No time is allowed to carry out research and staff aren't released. Other health boards have time built into job plans for doctors to carry out research for example, this doesn't happen in WAST." **- Workshop Attendee**

FINDINGS & NEXT STEPS

- Further Engagement & Dissemination
- Write up & publication
- Action Suggestions
- Embed University Trust Status
- Engage with Forums & Groups

Please share your experiences of embedding research in your organisation

Thank you

For any questions and/or support, please contact the Research & Innovation Team.

amb_research.development@wales.nhs.uk

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