

# Research for everyone?

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# Strategic action plan published



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Improving research skills for nursing, midwifery and allied health professions

POLICY AND STRATEGY

## Improving research skills for nursing, midwifery and allied health professions

A strategic action plan for building research capability for health professionals in Wales.

Part of: [Health and social care workforce](#)

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### Documents



#### Improving research skills for nursing, midwifery and allied health professions

PDF 338 KB

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# The **PRIORITY** project

- Initiated by CNO and Chief Allied Health Professions Advisor WG
- Action plan not a strategy
- Integrated plan for 13 AHPs, Nursing and Midwifery
  - Access, embrace, value research
  - Support and deliver research
  - Lead and develop research



# PRIORITY project acknowledgements

 All of you

 Pharmacy and Health Care Science Colleagues

 Jane Noyes, Professor in Health and Social Services Research and Child Health, School of Health Sciences, Bangor University (Chair of the PRIORITY project steering group)

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# STRATEGIC ACTION PLAN FOR BUILDING RESEARCH CAPABILITY FOR NURSING, MIDWIFERY & HEALTH PROFESSIONS IN WALES



Ymchwil Iechyd  
a Gofal Cymru  
Health and Care  
Research Wales



Strengthen  
nurse, midwife  
and allied health  
professional  
research leadership  
in Wales



## RESEARCH IS FOR EVERYONE

For all who use,  
generate, or are  
inspired by  
evidence to  
improve care.  
'Research' refers to  
knowledge, skills  
and activities  
within roles.



1 Establish a taskforce comprising of regulators, professional bodies, NHS education commissioners, and higher education institutions (HEIs) to explore and report on minimum standards for pre-registration curriculum content related to audit, evaluation, quality and service improvement, and research

2 Work with the regulator to strengthen the emphasis on research skills and experience within revalidation and professional accreditation processes



3 Support practice-related exposure to research throughout the lifespan of practice careers



4 Design and implement a nationally consistent approach to raise awareness of research activity, support, training, and opportunities within practice settings across Wales



5 Collaborate with system partners to review access to and the impact of protected time for continuing professional development (CPD), ensuring alignment with the HEIW CPD strategy and the PRIORITY project strategic research action plan



6 Establish a national (virtual) nursing, midwifery and allied health professionals Research Community of Practice to connect, coordinate, and strengthen research collaboration, capacity and visibility across practice settings



8 Develop a national blueprint to increase the participation of under-represented professional groups in research practice



7 Embed research and associated skills within job descriptions and appraisal processes to promote engagement and recognise research as a core element of professional development



11 Work with the national (virtual) nursing, midwifery and allied health professional Research Community of Practice to develop and promote a visual research career pathway for the professions in Wales.



10 Enhance the visibility of research by expanding and strengthening mechanisms for reporting nursing, midwifery, and allied health professional research activity at organisational level



9 Strengthen visible and effective multi professional partnerships between research and health and social care organisations and institutions at the national level



### Strategic action plan themes:

- Exposure
- Inclusion
- Culture
- Careers & Infrastructure

Key:  
Interactive

Existing Evidence

Conversation Cafes

Ethical Dilemma Cafe

Citizens Juries

Expert Opinion

Steering Group & Professional Fellows



12 recommendations for actions underpinned with better communication and optimal use of the existing infrastructure.

The PRIORITY project methodology for gathering the data used to create the strategic plan



# I have heard it all before.....

8 From the existing literature

8 From the community

Ethical dilemma workshops

2 events  
(EDoNs EDoTHs Directors R&D)

Citizen's Juries

3 online events  
Pilot event Royal College of Midwives

Conversation cafes

- 52 events
- Health Care Support Workers all professions
- Bands 5 to 9 all professions 2 sessions per group
- Research delivery nurses/midwives, AHPs
- Students: nursing, midwives
- AHP dementia Network
- ORIENT
- Primary and Community Nursing Network
- Prison Service Nursing Leads
- Paramedicine
- EDoTHs EDoNs
- Clinical Academics
- Council of Deans of Health /CARIN
- Internationally Educated Nurses networks
- R&D Leadership
- Professional bodies and regulators



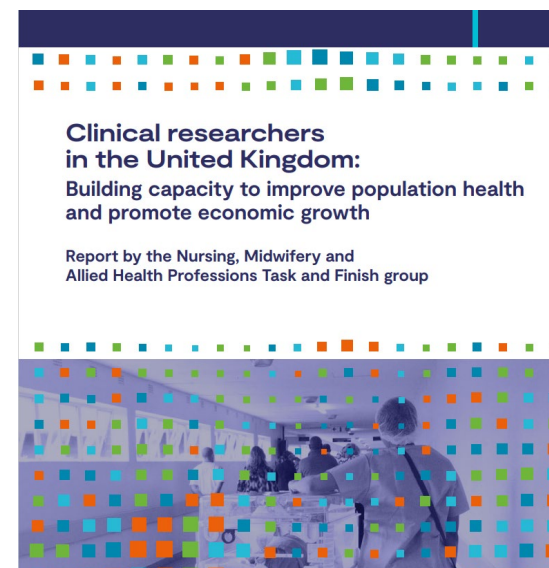
# This action plan will not .....

- ❗ Solve all of our long-standing and complex challenges
- ❗ Solve 4 – 6 % vacancy rate across these professions: [NHS vacancy statistics: 30 June 2024 \(official statistics in development\) \[HTML\] GOV.WALES](#)
- ❗ Solve all the problems of staff retention in our workforce: ‘The Electronic Staff Record data shows that 20% of nurses leave in the first four years post qualification and a high percentage of those are aged under 29 years. This implies we need to do more to retain our early career and younger nursing workforce.’  
[heiw.nhs.wales/files/strategic-nursing-workforce-plan-2025/](https://heiw.nhs.wales/files/strategic-nursing-workforce-plan-2025/)
- ❗ Solve all the problems related to skills shortages across professions and across the globe: OECD/ILO (2022), *Equipping Health Workers with the Right Skills: Skills Anticipation in the Health Workforce*, Getting Skills Right, OECD Publishing, Paris, <https://doi.org/10.1787/9b83282e-en>.



# This action plan will .....

- 8 Support the concept of 'research for everyone'
- 8 Increase the visibility and benefits of research activities in many contexts
- 8 Provide a toolkit for bringing together the small and highly specialist community to support the wider recognition and value of research
- 8 Link with and reflect other professional and workforce plans and strategies:
  - [A five-year Research and Innovation Strategy for Healthcare Science Professionals in Wales – HEIW](#)
  - [Clinical researchers in the UK: reversing the decline – UKRI](#)
- 8 Receive continued leadership and oversight by HEIW, reporting to Welsh Government, throughout implementation
- 8 Empower you, but only if you use it

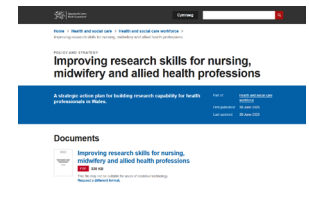




# Olivia

I am a Band 5 nurse who has been asked by a medical Principal Investigator (PI) to **collect additional clinical patient information** for a research study, such as 3-hourly urine output, blood pressure, blood glucose levels, and daily weight. However, I am finding it very difficult to manage this on top of caring for my allocated patients. My **ward manager has informed me that this is non-essential** and cannot be prioritised since the ward is already short staffed. The PI, however, has emphasised that **this research will ultimately improve the choices available to patients in their care.**

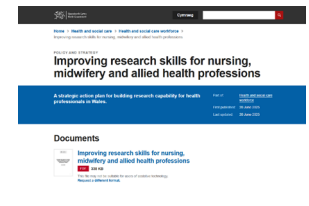
The Healthcare Support Worker who is working with me is already **collecting a significant amount of data for a clinical audit.** I would like to support this research as I believe it could be interesting and potentially beneficial to patients, but I do not want to go against my manager's advice. I suspect the PI is aware of our time constraints and **may end up doing some of the work herself**, as she often must. I think **my manager is going to pull out of this research project.**



**Actions**  
**3 4 7 10**

# Samuel

I am a **physiotherapist with a PhD**, which I funded myself. I'm **uncertain** whether I want to develop as a consultant practitioner or pursue a career as a researcher. I feel like I **need to choose between practice and research**. I have discussed my research role with my manager, who supports my development and encourages more research but **hasn't been able to identify any time or funding for me**. I was offered the option to reduce my hours, which would help them backfill my time, but I cannot afford this personally. **I applied for a research award but was unsuccessful; it's hard to compete**. I'm starting to feel like the PhD was a waste of time.



**Actions**  
**3 4 5 6 9 10 11 12**

# Where are you ? Find yourself in 'Themes'

Exposure

Inclusion

Culture

Careers and  
infrastructure



# Working definitions?.....

⌘ Research delivery

⌘ Clinical academic

⌘ Embedding

⌘ Research for everyone



**Implementation starts here**

**Research really is for everyone**

**Diolch yn fawr**

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