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# Inspiring nurses in research: the West Midlands way

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EANS Winter Summit 24<sup>th</sup> January 2019

Delivered by

UNIVERSITY OF  
BIRMINGHAM

  
University Hospitals  
Birmingham  
NHS Foundation Trust

  
Birmingham Women's  
and Children's  
NHS Foundation Trust

# Session outline

1. What is a clinical academic?
2. National and regional context for clinical academic careers
3. How clinical academic careers programmes have supported nurses?
4. What are the challenges and opportunities?



# What is a clinical academic?

How would you define this role?

What does this mean for you as a nurse?

What does it look like in practice?

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# A suggested definition...

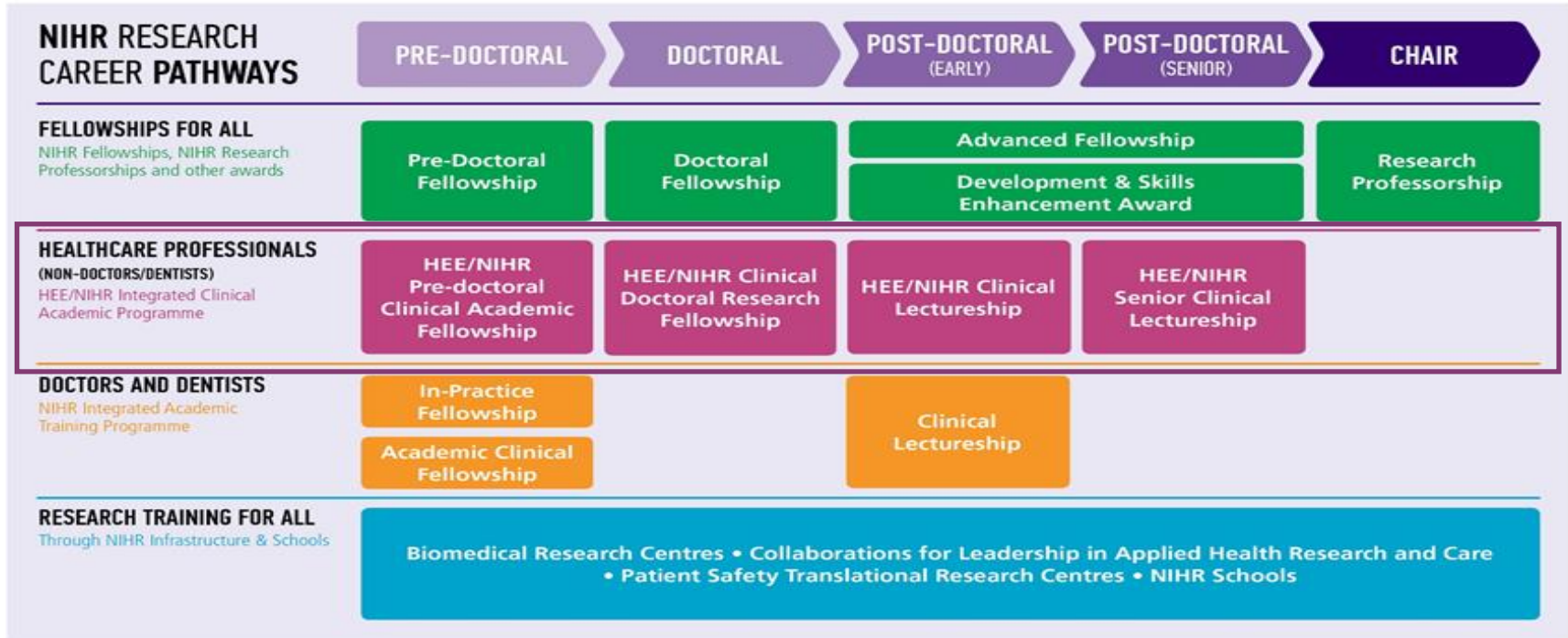
“Clinical academics are clinically active health researchers.

“They work in health and social care as clinicians to improve, maintain, or recover health while in parallel researching new ways of delivering better outcomes for the patients they treat and care for.

“Clinical academics also work in Higher Education Institutions while providing clinical expertise to health and social care.”

National Institute for Health Research (NIHR), 2016  
<https://www.nihr.ac.uk/our-research-community/documents/Building-a-research-career-handbook.pdf>

# Training pathways in England



# Opportunities in the West Midlands

## HEALTHCARE PROFESSIONALS

(NON-DOCTORS/DENTISTS)

HEE/NIHR Integrated Clinical Academic Programme

HEE/NIHR  
Pre-doctoral  
Clinical Academic  
Fellowship

HEE/NIHR Clinical  
Doctoral Research  
Fellowship

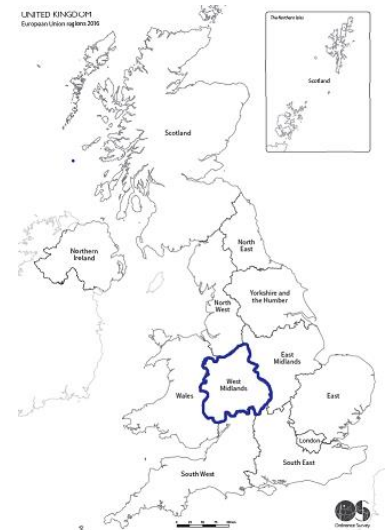
HEE/NIHR Clinical  
Lectureship

HEE/NIHR  
Senior Clinical  
Lectureship

Clinical  
Academic  
Internship  
Programme  
(CAIP)

Masters to  
Doctorate  
Bridging  
Programme  
(MDBP)

Post Doctoral  
Fellowship



# Clinical Academic Internship Programme: Aims

- Greater awareness of research and engagement with evidence based practice
- Ability to critique the current evidence and apply findings in their practice to improve patient care
- Develop clinical academic career profile

# Clinical Academic Internship Programme: Structure

30 day  
programme /  
6 months

Taught  
programme

Research  
placement

Good Clinical  
Practice

Masters module  
(optional)

One to one  
supervision

Research  
Portfolio

UoB resources

Course fee and  
payment to  
employer



# Masters to Doctorate Bridging Programme: Aims

- Build research skills and methodology, and statistics
- Develop leadership, negotiation and influencing skills
- Develop clinical academic career profile
- Ability to support members of own team
- Develop supervisory team

# Masters to Doctorate Bridging Programme: Structure

30 day  
programme /  
9 months

*Taught  
masterclasses*

*Development  
Needs Analysis*

*Leadership skills*

Good Clinical  
Practice

*Supervisory  
team*

Research  
Portfolio

UoB resources

Payment to  
employer

# Post Doctoral Fellowship

- Complete outputs from their doctorate (if not already completed) or ongoing publications
- Design a programme of research
- Build a post-doctoral clinical and academic mentorship team
- Complete an application for HEE/NIHR ICA Clinical Lectureship programme (or equivalent)
- There are no programme fees and we provide a single payment grant to their employer for their time on the programme
- The programme offers each Fellow up to £5000 to undertake further training, external visits, and for publication costs

# How have the West Midlands programmes supported nurses?

## **Nicky Pettitt**

Teenage Cancer Trust Nurse Consultant / CAIP Alumni  
University Hospitals Birmingham NHS Foundation  
Trust

## **Jane Fletcher**

Lead Nutrition Nurse / MDBP Alumni  
University Hospitals Birmingham NHS Foundation  
Trust



# My clinical academic career to date: Nicky

- Clinical Academic Internship Programme 2017
- Applied for NIHR PCAF award – unsuccessful
- Masters in Clinical Research at University of Birmingham (funded by West Midlands NIHR CLAHRC)
- Trainee on the National Cancer Research Institute TYA & GCT Clinical Studies Group



# How the CAIP got me to where I am today...

- Opportunity to 'dip my toe' into research
- Networking opportunities & opening doors
- Courage to make a plan & believe it



# My clinical academic career to date: Jane

- Masters to Doctorate Bridging Programme (MDBP) 2016
- NIHR Clinical Doctoral Research Fellowship  
May 2018
- PhD by Research University of Birmingham
- NIHR funding covers normal salary costs, all training and research costs

# How the MDBP got me to where I am today...

Guided me to:

- Build my profile to meet the requirements of the NIHR (person, place, project)
- Focus on developing my research leadership skills & style
- Develop a clear understanding of how PhD study is different to my previous degrees



# Our challenges so far

- Expert to Novice
- Research interest makes you 'special and different' in operationally driven workplace
- Ensuring ongoing service provision & supporting my team while taking a step back
- Learning so many new skills – protocol development, trial co-ordination, gaining approvals, co-ordinating oversight committees.....

# Challenges and opportunities

What are the challenges for you in your clinical academic career?

How have you overcome these?

What are the opportunities?

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# Summary

1. What is a clinical academic
2. National and regional context for clinical academic careers
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# Further information

## **HEE/NIHR Integrated Clinical Academic Programme**

<https://www.nihr.ac.uk/our-research-community/NIHR-academy/nihr-training-programmes/nihr-hee-ica-programme/>

## **NIHR Academy**

[academy@nihr.ac.uk](mailto:academy@nihr.ac.uk) / +44 113 532 8444 / @nihracademy

## **HEE Internships**

<https://www.hee.nhs.uk/our-work/clinical-academic-careers/research-internships>

## **West Midlands Clinical Academic Careers Programmes**

[www.birminghamhealthpartners.co.uk/education/clinical-academic-careers-programmes](http://www.birminghamhealthpartners.co.uk/education/clinical-academic-careers-programmes)

## **UHB Integrated Clinical Academic Team**

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**Many thanks**

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