Guy's and St Thomas' NHS
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Clinical Research Nurse and Midwife's (CRN/M): A key workforce at the centre of clinical research delivery

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Thursday 6th April 2017

Context

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- Large growth of research nurse workforce within the NHS over the last 15 years in response to the development of a national infrastructure.
- Now present within most NHS Trusts across UK.
- Sporadic workforce publications so minimal knowledge available as to the size and structure.
- Individual groups have developed which encompass parts of the workforce including the UKCRF and a national group of Lead research nurses.

Local context

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- Similar picture at GSTFT
- Growing research nurse workforce
- Large amount funded by NIHR and managed via R &D department
- Many roles funded by other sources such as commercial income and research grants
- Research nurses present across all directorates with a mixture of research teams and some individual research nurse posts

Research Nurse Audit (2011)

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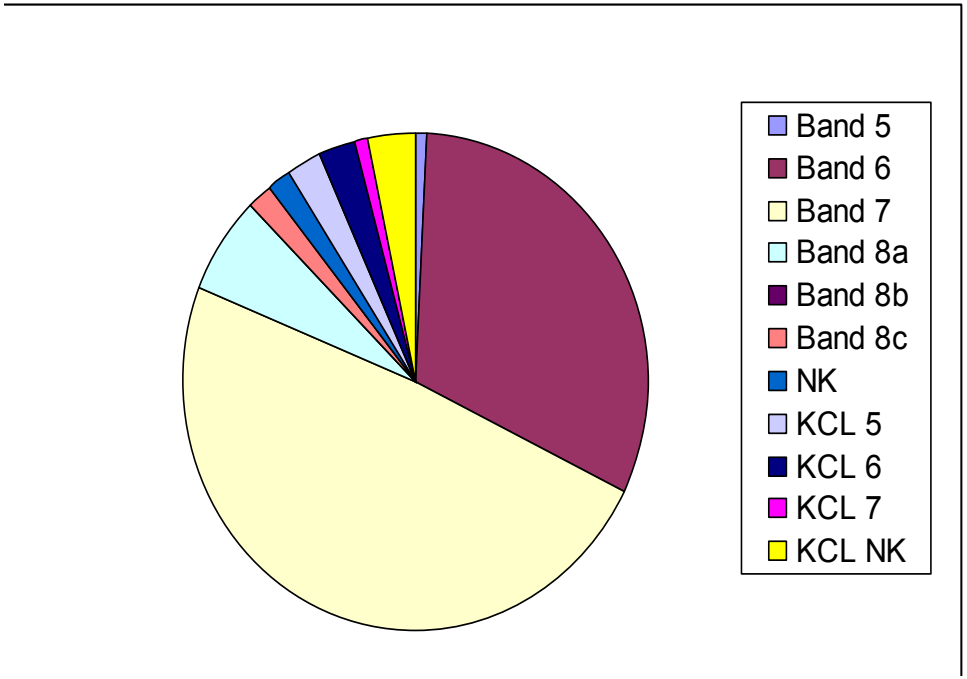
- Audit carried out October 2011
- Questionnaire sent to all Research Nurses
- Employed by GSTT or KCL
- Workforce size = 121 post holders

Band 6 = 32% (38/121)

Band 7 = 49% (59/121)

Band 8a = 6.5% (8/121)

KCL appointed = 9% (11/121)



Rationale for 2016 audit

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	Interventional studies	Observational studies	Interventional recruitment	Observational recruitment	Total recruitment
2010/11	136	92	2083	3720	5803
2011/12	165	147	3021	5884	8905
2012/13	186	189	3644	10,140	13,784
2013/14	209	213	3989	9711	13,700
2014/15	228	231	6395	16,792	23,187
2015/16	236	258	13,220	14,593	28,307

Research Objectives

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1. Quantify the size of the workforce
2. Identify working patterns & management structures
3. Explore core elements of the role
4. Review qualifications & identify training needs
5. Understand the caseload of research nurses & midwifes
6. Raise the profile of the workforce locally and nationally

Methodology

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Development of a novel survey tool

- Scoping email to other NHS sites
- Novel survey tool developed with open and closed questions
- Tool refined with pilot work

Research design & data collection

- Total population sampled
- Electronic format
- Administered over 5 week period during 2016

Results: Sample characteristics

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	N	%
Total Number of Participants	118	
Role title		
Research Nurse	85	72%
Research Midwife	8	7%
Research Matron	10	8%
Other (all nurses)	7	6%
AfC Band		
Band 5	2	2.0%
Band 6	50	42.0%
Band 7	56	48.0%
Band 8a	9	8.0%

	N	%
Length of time in current role		
Less than one year	36	31%
>1 - 3 years	41	35%
>3 - 5 years	21	18%
> 5 years	19	16%
Qualifications		
Nursing or Midwifery Diploma (Inclu Post Grad)	52	44%
Nursing or Midwifery Degree	69	60%
Masters	22	19%
PhD	2	2%
BSc/ MSc- Non-nursing	8	7%

Results: Non-responders

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Response rate: 83% (118/143)

Reason for non-response	N
Sick leave	3
Maternity	5
Not completed	17

Results: Clinical areas

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Results: Locations

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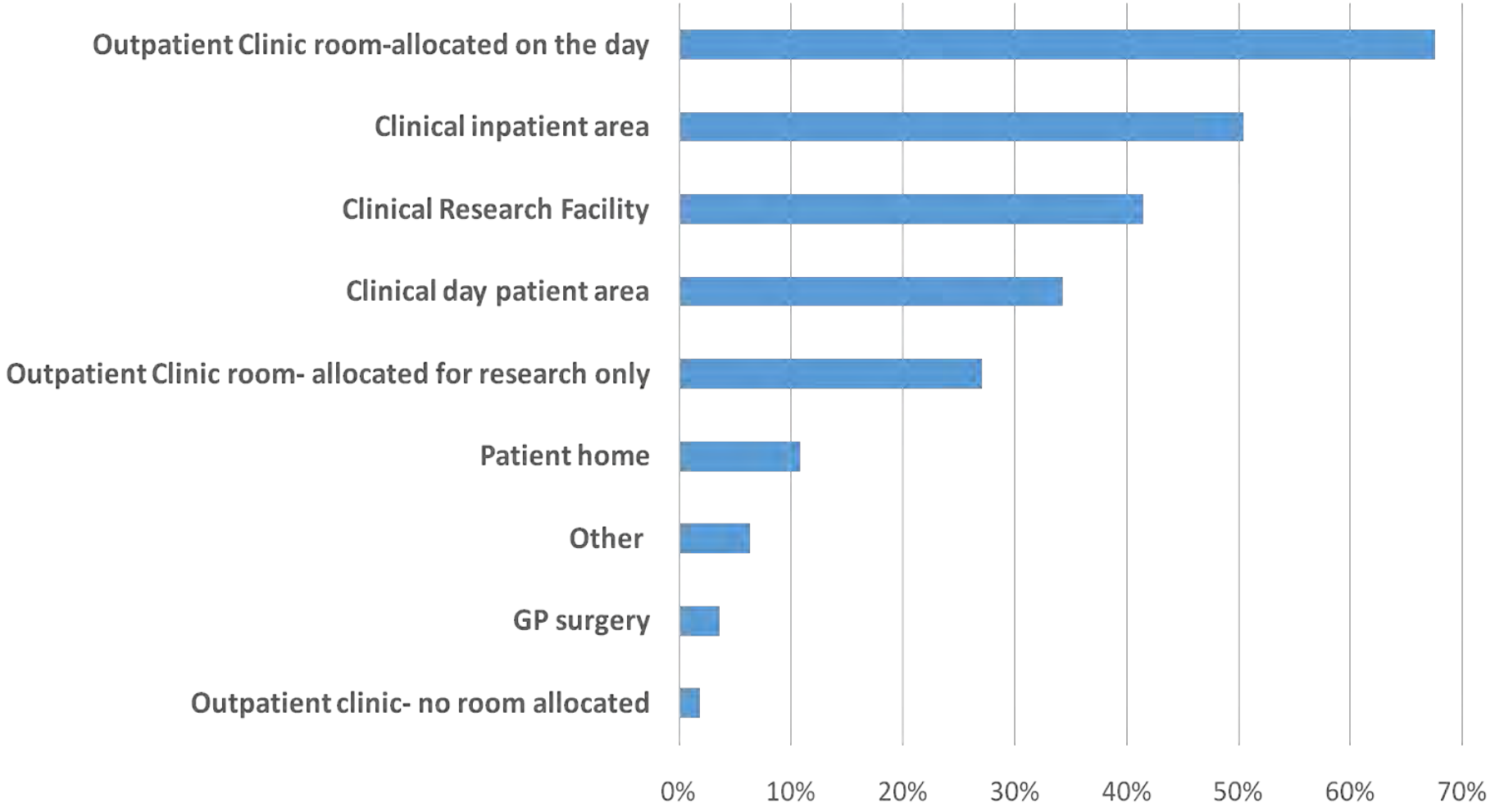

Results: Study types

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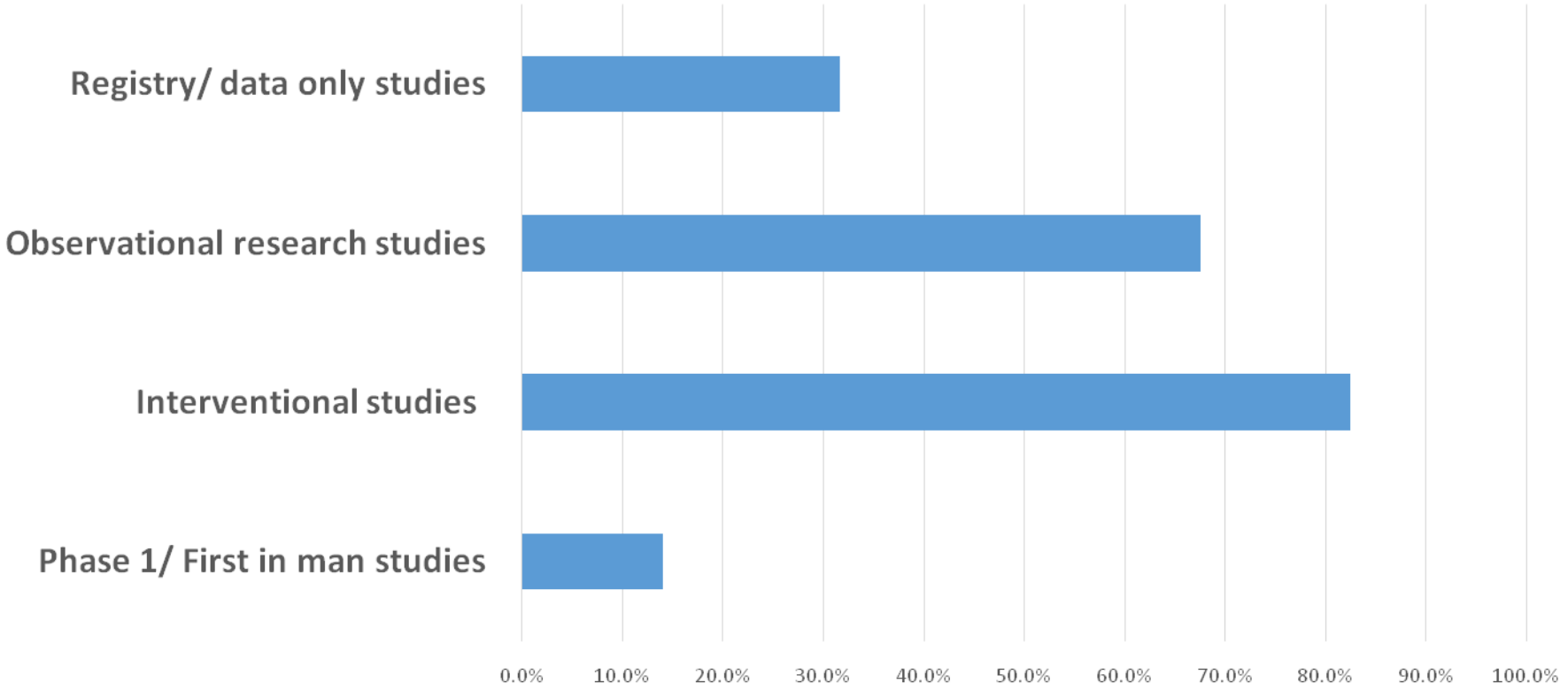

Results: Research delivery roles

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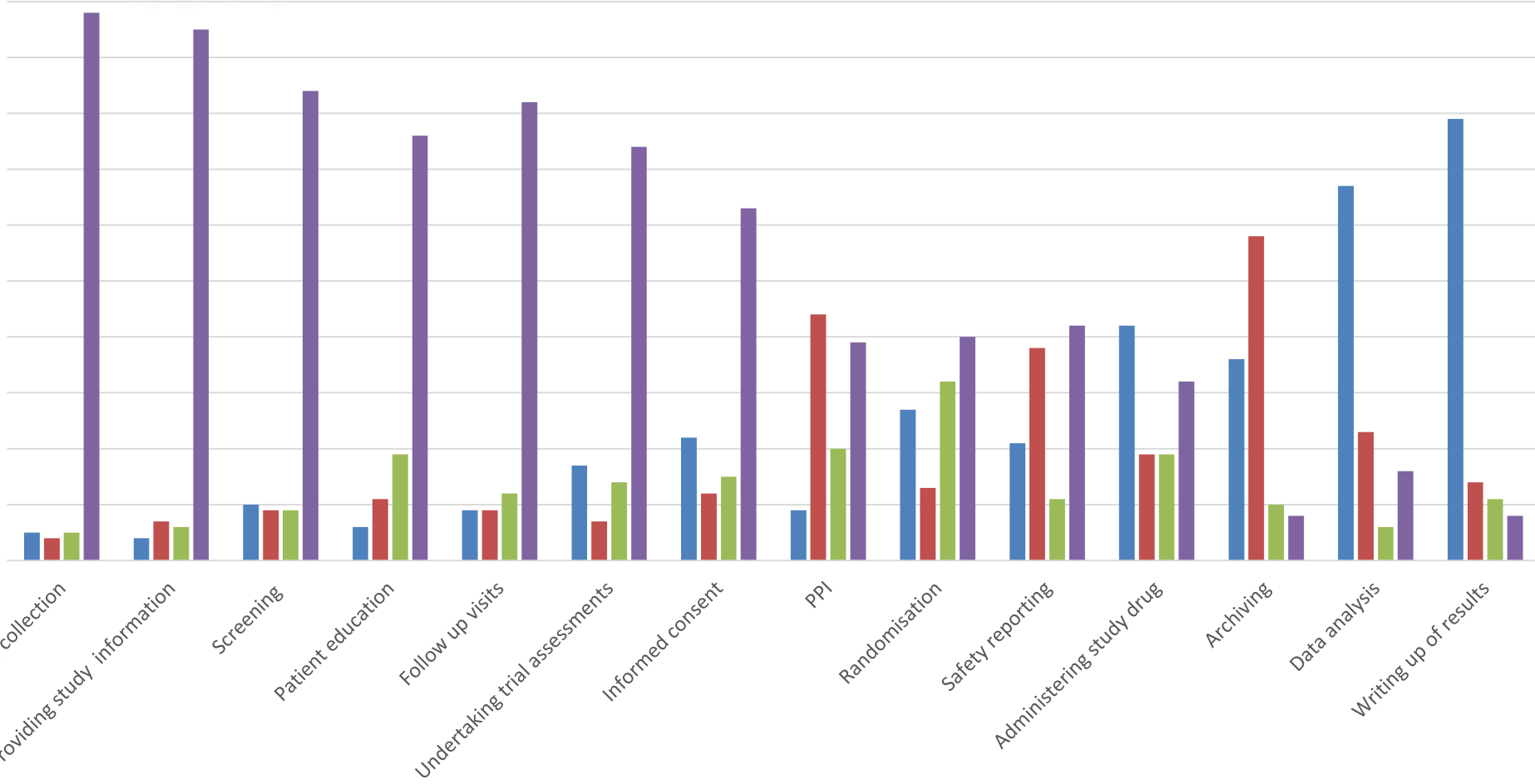

Results: Research management roles

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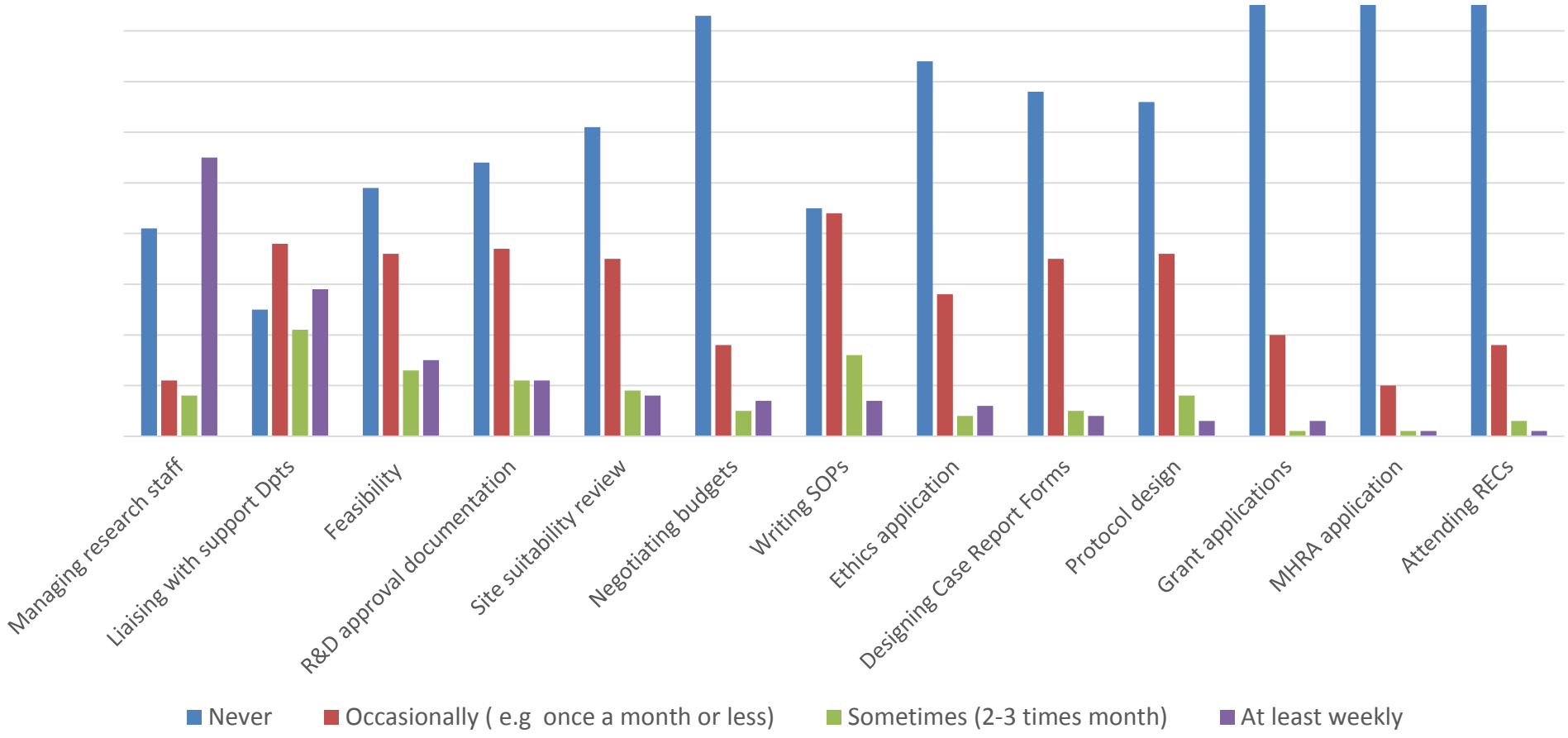

Results: Academic profile of workforce (current)

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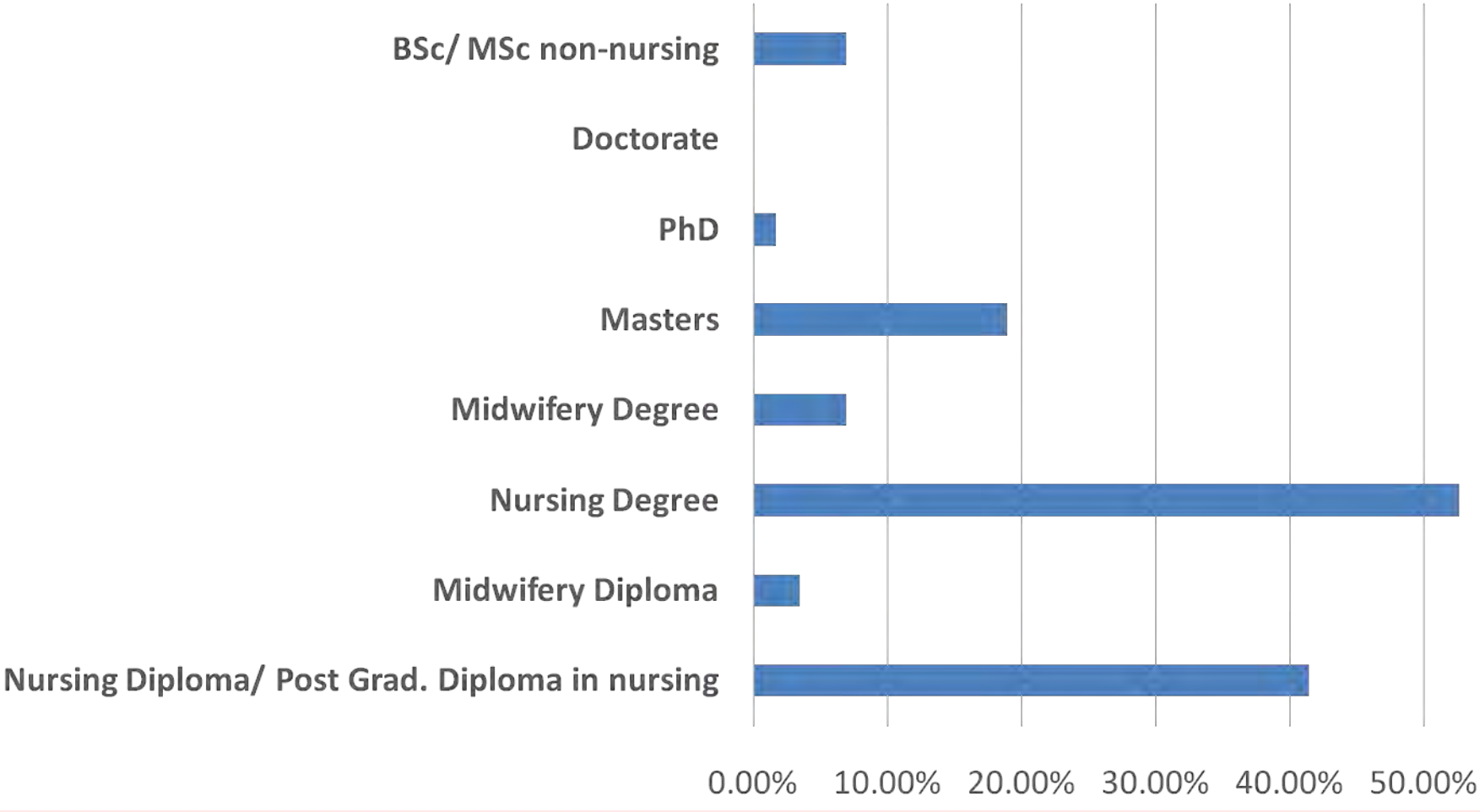

Results: Academic profile of workforce (In progress)

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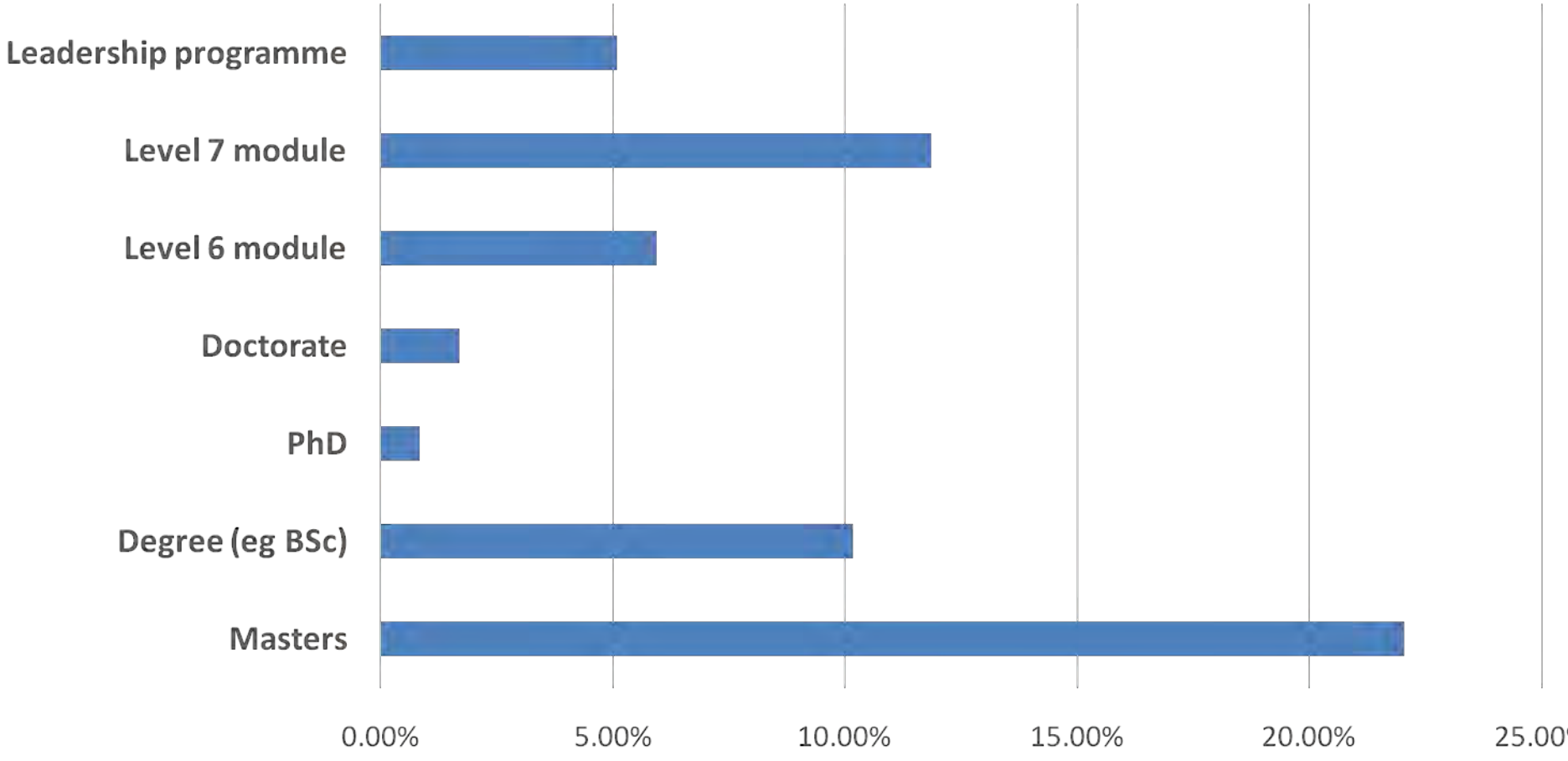

Results: Appraisal & line management

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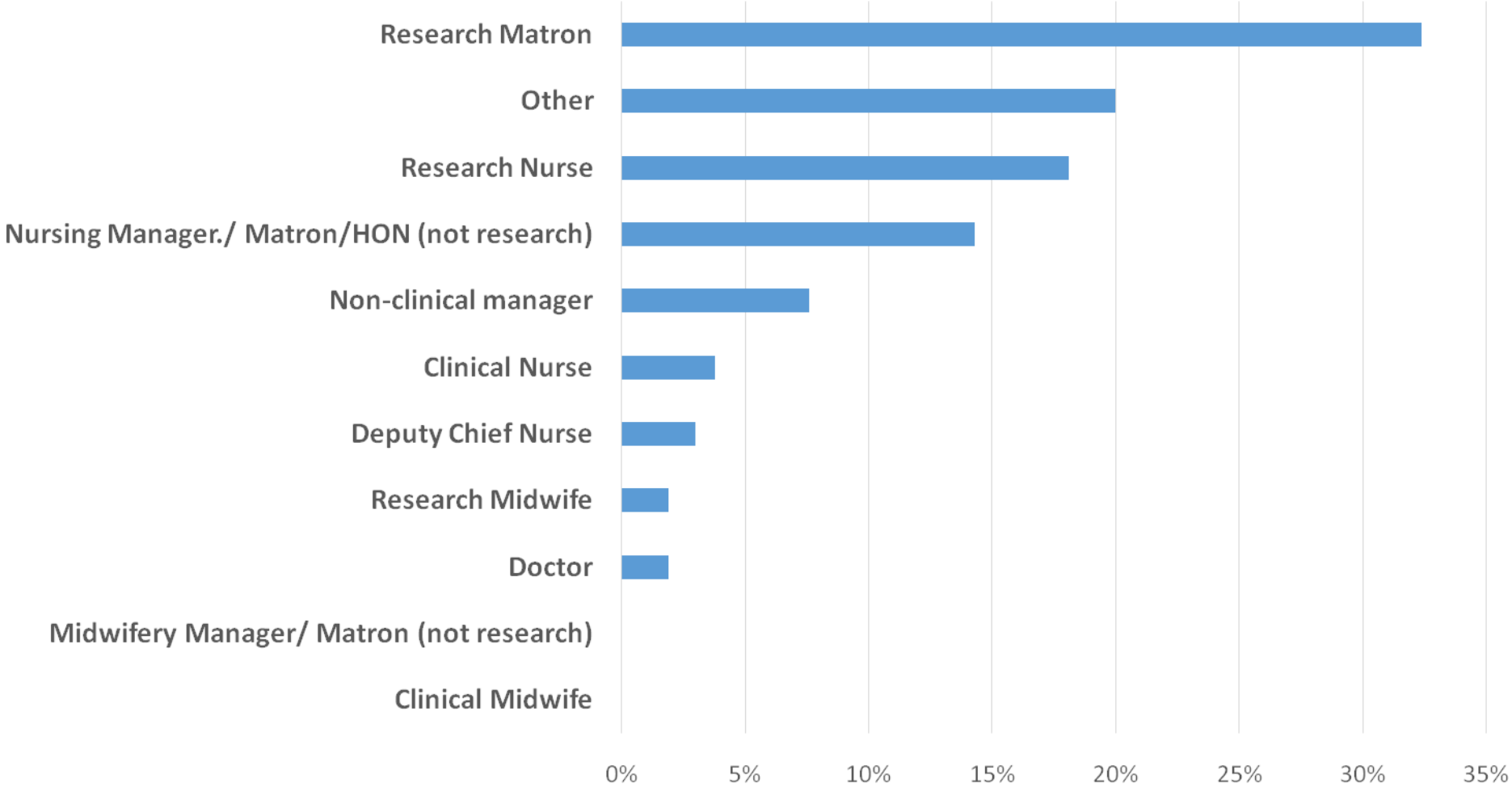

Results: Nurse or midwife-led research

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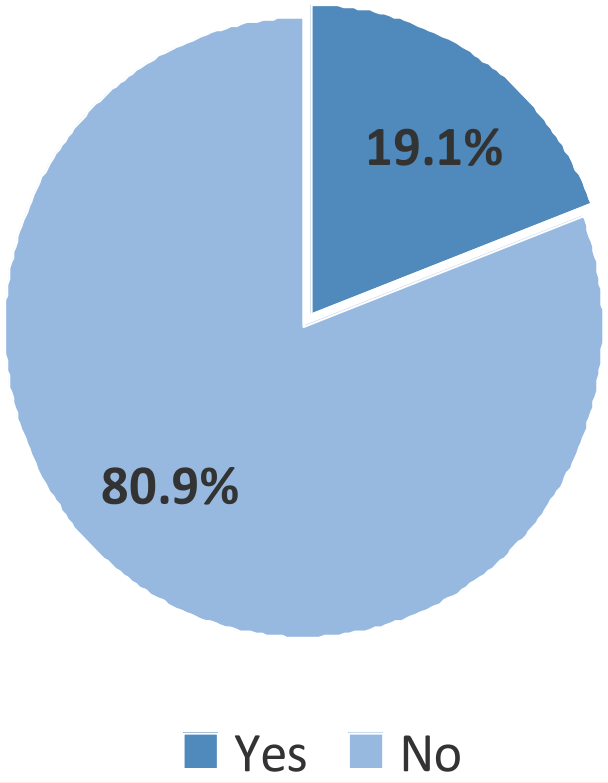
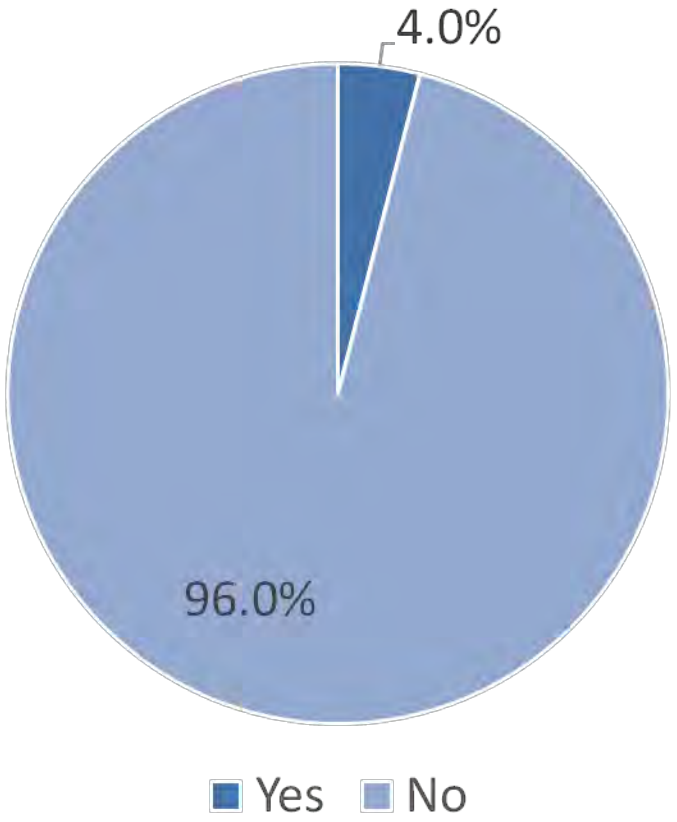
1.Delivering the research study



2. Principal Investigator for the study



Conclusion

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- GSTT & ECH has a large Clinical Research Nurse / Midwife workforce dispersed across numerous clinical areas.
- The workforce has grown in size by 19% over a 5 year period. Much of this appears to be with the development of further Band 6 roles.
- The workforce undertakes a variety of patient facing roles across all areas of research with the major components being patient screening, providing study information, data collection and patient education.
- Almost three quarters of the workforce have a first degree or are working towards this.
- This audit has provided a comprehensive summary of the workforce-additional work is required to better understand the research case load, competing clinical demands and to identify the burden of patient follow up.

Implications for Practice and further research

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- Important tool to raise the profile of our Research Nurses & midwifes as a key workforce at the centre of our research delivery success
- Reflects local progress in establishing infrastructure including Generic job descriptions/ permanent contracts review
- The Research Nurse workforce is well placed to conduct & support nurse-led research
- Identified a requirement to understand the research practitioner workforce and identify the core difference in role from nurses & midwifes
- Explore the breadth, difference and complexity of the RN/M role through time & motion study and qualitative interview

Study Limitations

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- Results reflect self reported opinion rather than fact
- Validity: Snapshot in time in one Central London hospital with limited availability of other workforce surveys to compare
- Fluid and growing workforce which is always changing
- The survey tool is novel and still under development

Acknowledgements

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We would like to thank the Research Nurse and Midwife workforce who kindly took time to participate in this survey

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Any Questions?