Building research capacity in nursing, midwifery and the allied health professions through a dedicated funding scheme: lessons from Wales

Professor Joyce Kenkre, RCBCWales Operational Co-Lead
Dr. Paul Gill, RCBCWales Alumnus
Dr. Emma Tonkin, Community of Scholars Facilitator

Symposium Chair: Professor Daniel Kelly, RCBCWales Lead for Cardiff University
The Research Capacity Building Collaboration (RCBC) Wales initiative

Professor Joyce Kenkre, RCBCWales Operational Co-Lead
What is RCBCWales?

- Aims
- Scope:
  - 6 university nursing and allied health departments in Wales
  - Registered nurses, midwives, pharmacists and allied health professionals
  - Fellowships across career trajectory
  - Community of Scholars
Funding

Phase 1: The Health Foundation & Welsh Office of Research and Development for Health and Social Care (WORD) £680,000

Phase 2: WORD (Renewal 3 years) & Higher Education Funding Council for Wales (HEFCW) £1.2 million

Phase 3 (Renewal 6 yrs): National Institute for Health & Care Research (NISCHR) £1.2 million Tenovus £60K

Phase 4: Health and Care Research Wales £600K Tenovus £30K
The Finch Report

• Developing the best research professionals

Qualified graduate nurses: recommendations for preparing and supporting clinical academic nurses of the future
Governance

Prof. Martin Steggall
Grant Holder & Administrator

Management Group*
[Deans of each health faculty - including USW]

Cardiff Metropolitan University
Cardiff University
Glyndwr University
Swansea University
Prifysgol Abertawe

Operational Committee**
University leads:
Dr. Sion Williams
Dr. Robert Mayr
Prof. Daniel Kelly
Dr. Joanne Pike
Prof. Jaynie Rance

Administrative Group (USW)
Prof. Joyce Kenkre: Joint USW Operational Lead (OL)
Dr. Gina Dolan: Joint USW OL
Dr. Emma Tonkin: Community of Scholars Facilitator
Lisa Griffiths: Administration Manager & Finances
Marina McDonald: Administration Officer

Involving People Network Representative

Supervisory Teams

Scholars

*Meets as part of Cyngor (Council of Deans of Health within Wales)
** Meets at least once a year, more often as required. [Currently every three months since April 2015/new administrative team]
Involving People Network

• public involvement (PI) embedded in our management processes
• ensure a public voice is heard and valued,
• inform and guide our activities and to raise awareness about health-related research conducted by RCBCWales Fellows
• instil in our RCBC Fellows a culture of public involvement in their approach to research and to maximise the impact of research conducted by them through public involvement
18 Professions *(9 funded to date)*

- Nurses
- Midwives
- AHP (regulated by the HCPC)
- Pharmacists
  - Arts therapists
  - Biomedical scientists
  - Chiropodists/podiatrists
  - Clinical scientists
  - Dieticians
  - Hearing aid dispensers
  - Occupational therapists
  - Operating department practitioners
  - Orthoptists
  - Paramedics
  - Physiotherapists
  - Practitioner psychologists
  - Prosthetists / orthotists
  - Radiographers
  - Social workers in England *
  - Speech and language therapists
Scope of projects

• Any aspect of NMAHP care including research into:
  • the prevention, detection and diagnosis of disease;
  • the development and evaluation of interventions;
  • the provision of health care services; and
  • the implementation of research findings into practice.

• Align to the themes and priorities of Health and Care Research Wales and the Institution to which they apply

• Have the potential to make a positive impact on the health, wellbeing and prosperity of the people in Wales

• Will contribute to the evidence base for NHS Wales
Type of Fellowship

• Senior Career Research Fellow
• Postdoc
• PhD
  • Early Career PhD
• [MPhil]
• First-into-Research
Fellowship costs

- PhD (full time): approx. £62K
- Postdoc 24 months 0.5wte: approx. £61K
  - Bursary/salary + fees/overheads + up to £3750 research costs for PhDs and postdocs
- FiR £10K
  - £6,000 to employer, £3,500 to HEI, £500 research/CoS costs
Funding

Phase 1  
2005  
5 postdocs  
7 PhDs  

Phase 2  
2008  
1 senior career researcher  
1 postdoc  
14 PhDs  
7 First-into-Research

Phase 3  
Call 1  
2012  
10 PhDs (1 funded by Tenovus)  
8 Early Career PhDs

Phase 3  
Call 2  
2015  
3 postdocs  
4 PhDs

Phase 4  
Call 1  
2016  
4 PhDs  
7 First-into-Research (3 funded by Tenovus)

Phase 4  
Call 2  
2017  
4 postdocs  
4 First-into-Research
What we expect from Fellows, employers and HEIs

• Completion of project
• Attendance at all Community of Scholars sessions
• Submission of quarterly reports

• Support for the applicant with arrangements in place to release Fellow from clinical duties (FiR)

• Sufficient capacity to supervise (FiR and PhD) / mentor (postdoc)
• Adequate training environment and resources
Community of Scholars

• Scope
  • enhanced research training (not a substitution for, or duplication of, training provided by partner unis)
  • personal and professional development

• Six times per year (five bi-monthly one day meetings + one two-day residential)

• Academic facilitator (0.1 wte)

• Varied bespoke programme

• Political awareness and media training
Reflections on an RCBC Wales post-doctoral fellowship

Dr Paul Gill, Senior Lecturer, School of Healthcare Sciences, Cardiff University
Reflections on a RCBC Wales post-doctoral fellowship

Dr Paul Gill
Senior Lecturer (Adult Nursing)
School of Healthcare Sciences
Cardiff University
Presentation overview

- Aims
- Background to the award
- The post-doctoral fellowship
- Community of Scholars programme
- Subsequent personal and professional developments
- Conclusion
Presentation aims

- To provide a reflective account of the personal and professional benefits of undertaking an RCBC Wales post-doctoral fellowship
Background to the award

- PhD study, 2002-2006, Cardiff University:
  - Qualitative study exploring donor and recipient experiences of live-related kidney transplantation

- What next?
The post-doctoral fellowship

• The award
• The study:
  ◦ a 2 year, multi-centre, longitudinal, qualitative study, exploring participants’ experiences of renal transplant failure in the first year post-graft failure
• Research management experience
• Other significant scholarly activity during the award period
Community of Scholars programme

- The CoS programme
- Peer support
- Benefits of the CoS programme
Personal and professional developments

- Provided the foundations for a career in research
- Development of scholarly activity
- Income and outputs
- Career progression
- Ongoing involvement in RCBC Wales
Conclusion

- Personal and professional benefits
- The importance of post-doctoral awards in helping to build research capacity and capability in nursing
- And finally:
  - I’d like to thank RCBC Wales for its support and I'd especially like to thank Professor Maggie Kirk and Ann Yeomans (University of South Wales) for their unwavering help, support and mentorship
Achievements, impact and future developments of the RCBC Wales programme

Dr. Emma Tonkin, Community of Scholars Facilitator
### RCBC Fellowships awarded 2006-2017

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Distribution of RCBCWales awards across professional groups

- Biomedical Science: 1 award
- Paramedic: 1 award
- Radiography: 1 award
- Pharmacy: 3 awards (1 FiR, 2 MPhil)
- Midwifery: 5 awards (1 FiR, 1 MPhil, 2 EC PhD, 1 PhD)
- Occupational Therapy: 5 awards (1 FiR, 3 MPhil, 1 PhD)
- Podiatry: 5 awards (1 FiR, 4 MPhil)
- Dietetics: 6 awards (3 FiR, 2 MPhil, 1 EC PhD)
- Physiotherapy: 13 awards (5 FiR, 5 MPhil, 3 PhD)
- Nursing: 41 awards (8 FiR, 1 MPhil, 4 EC PhD, 20 PhD, 1 SCR, 7 Postdoc)
Professions recruited across cohorts 2006-2017
Examples of current projects

Examining the benefits and risks of administering blended diet to children and young people who are gastrostomy fed in the community

Sian Thomas, First-into-Research Uni. South Wales / Aneurin Bevan University Health Board (Nurse)

Co-production of a structured home-based activity programme for people with lung cancer and established weight loss

Nichola Gale, Postdoc Cardiff University (Physiotherapist)

Reducing hospital admissions: A Realist Evaluation of Welsh Ambulance Service’s gatekeeping stratagem

Christopher Evans, PhD student Bangor University / Welsh Ambulance Service NHS Trust (Paramedic)
Scope of research

- **Community-based care**, including care for older people, transitions in care and cross-sector working in mental health and people with learning disabilities, community-based assessments
- **Management of long-term conditions** and enduring health needs, including assessments, chronic pain management, promoting self-management and mobility, music therapy and rehabilitation
- **Health promotion and healthy living**, e.g. healthy eating, weight gain in pregnancy, infection management
- **Understanding patient and career perspectives and experiences** to improve care, e.g. experiences of young people with Autism Spectrum Disorder, co-morbidities
- **Workforce development, training and practice**, e.g. in mental health, biomedical science, medication monitoring and practice.
Projects – further information

http://www.rcbcwales.org.uk/current-scholars/

http://www.rcbcwales.org.uk/alumni/
Community of Scholars (CoS)

- 6 sessions per year, including 2-day residential
- Academic facilitator
- Enhanced training
- Support network
- Compulsory
The support from RCBC goes much further than just the funding. The opportunity to network and be involved in the Community of Scholars has been invaluable.

Paul Adamson, Physiotherapist, RCBC PhD Student
The Community of Scholars (CoS) is a very special thing indeed. I look forward to every CoS day and feel energized and productive afterwards. The range of scholars is the strength of the group. We come from different professions, different backgrounds, different interests and different understandings. We are drawn together by our interest in research borne from clinical practice. The support of the other scholars is brilliant. The insight into each other’s experience is sufficient to make a difficult period fade into perspective.

Emma Davies, Pharmacist, RCBCWales PhD Fellow
CoS – considerations and challenges

- Number of Fellows
- ‘Rolling’ cohort
- Range of professions, research interests and research experience
- Clinical pressures

https://researchpaths.wordpress.com
## Outputs 2006 - 2017

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Impact: what current fellows think about their studies

Patricia Masterton-Algar, OT, RCBC Postdoctoral Fellow

Martin Dando, Physio, RCBC FiR Fellow
Impact: what current fellows think about their studies

• Impact is already evident – enhancing quality of interventions by occupational therapists for people with motor neurone disease
  Helen Carey, OT

• [It will] reduce medicines risk in vulnerable populations to improve outcomes
  Emma Davies, Pharmacist

• Young people with cancer will be better supported by their partners thus providing the potential for better outcomes during cancer treatment
  Jane Davies, Children’s and Young People’s Nurse

• Potentially a huge impact! There is a lack of quality research in this area. This innovative multi-centre study in Wales will advise practice around administration of blended diet via gastrostomy and inform a UK study.
  Sian Thomas, Nurse Consultant, Child health
Building capacity across the career trajectory: Recruitment

“Despite not being successful, I found the whole process very informative and worthwhile.”

“The setup of the day was great. I really enjoyed the workshops in the morning – the support and advice offered was really valuable.”
Vision for the future

• Current call – 6 First-into-Research (Deadline for stage 1/Eligibility Check – April 30th)
• Additional call later in the year
• Spring 2019 showcase
• Renewal of funding application
Critical Success Factors

• Sustained funding
• Commitment of partner institutions
• Multi-disciplinary focus
• Integration across professions and between awards (FiR – postdoc)
• Community of Scholars
Acknowledgements

Prof. Martin Steggall, Grant Holder, Uni. South Wales

Operational Group:

Prof. Joyce Kenkre & Dr Gina Dolan (Joint Leads), USW
Prof. Daniel Kelly, Cardiff
Prof. Jaynie Rance, Swansea
Dr. Joanne Pike, Glyndwr

Prof. Maggie Kirk Operational Group Lead 2015-Dec 2017, USW (Retired)

Dr. Robert Mayr, Cardiff Metropolitan
Dr. Sion Williams, Bangor
Lisa Griffiths, Administration Manager & Finance
Marina McDonald, Administration Officer

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Thank you!