Evaluation of a research internship scheme for health care practitioners

Anne-Marie Timoroksa
Research Nurse Neurosciences and Stroke,
Lancashire Teaching Hospitals
The internship scheme

- Health Education North West awarded funding to UCLan

- Steering Group established, including:
  - Directors of Nursing, AHP Leads, Specialists from partner Trusts
  - Research & Development Managers
  - Trust Library personnel
  - Academic staff from School of Nursing at UCLan

- The Steering Group took a collaborative approach to programme design and training provision
Design of the internship programme

- Competitive application process - sign-off by line manager and R+D lead essential
- Backfill for one day/week for up to 40 weeks
- Interns could conduct their own small ‘stand-alone’ project or contribute to an ongoing project in the Faculty of Health and Wellbeing
- Programme of training days for whole cohort
- Individual academic supervision from academic with relevant expertise
Clinical Academic Research Internship UCLAN (May 2017 - May 2018)
The application process...
Research internship scheme

✓ Relieved from clinical practice 1 day per week
✓ Introduced to our academic support team
✓ Given a timetable for the year
✓ Shown around the academic research facility at UCLAN
✓ Discussed resources that we could access to help with our projects
The Project: Management and Identification of Dehydration after Stroke (MIDAS)

Our aim was to find out how dehydration in acute stroke was identified and managed.

- Clinical Audit
- Stroke MDT staff interviews
Results of the clinical audit

- Nurse dysphagia screen completed - 44 (88%)
- Nurse dysphagia screens completed within 4 hours of admission - 15 (30%)
- Fluid balance charts commenced on admission - 46 (90%)
- Bloods taken on admission - 48 (96%)
- Repeat bloods within 72 hrs of admission - 9 (18%)
You can’t be there to give them drinks all the time. Or monitor what they are having… More staff I think that would be a big help… And people being trained better in fluid balance. I think that we lack on that.

Assistant Practitioner

We need to be better trained in monitoring the basics like hydration so we’re not causing further issues and acute kidney injuries…. I don’t think we got a lot of training around such a fundamental human necessity.

Stroke Specialist Nurse
Challenges experienced on the internship

- Time management between the internship and clinical work
- Working with new teams in new areas
- Learning new skills and working independently
Opportunities during and after the internship

- The Research & Innovation Showcase (LTHTR)
- Presenting the project within the Trust
- The Burdett Trust programme
- UK Stroke Forum 2018
- Progression, personal development and career path
Evaluation of my internship experience

✓ Learnt new skills

✓ Worked with new teams in new areas

✓ Gained knowledge and experience in research

✓ Become more confident in carrying out clinical research

✓ Sharing the experience with others
Interns’ achievements since 2014...

- Poster presentations at Showcase events (all!)
- Presented at regional and national conferences
- Published peer-reviewed papers and other articles
- Influenced Trust policy and practice (e.g. steering group for dementia)
- Gained academic credit at Master’s level for their internships (Student Initiated Module)
- Master’s in Clinical Research
- NIHR pre-doctoral Clinical Academic Fellowship
- Doctoral training fellowship
Take the opportunity and give something a go outside of your comfort zone...
Everybody wants to be a CAT!

Developing a Clinical Academic Trainee Programme

Dr Philippa Olive, RN RSCN
Clinical Academic Faculty and Workstreams

- Research Engagement Programme
- Research Internships (HEE/UCLan/CLAHRC NWC)
- Research Café
- Research Development Group
- Lay Research Group
- Clinical Academic Trainee Programme
- Writing4Cake: Writing Support Series
The Clinical Academic Trainee Programme

Originated from LTHTr (2014) ‘Nursing, AHP and Midwifery Research Strategy: Leading improvements in healthcare through research’

Aims:

- **opportunity** for NMAHPs to embed evidence-based, patient-focused research and innovation in practice
- **local pathway** for NMAHPs wanting to combine research and practice career
- develop **skills, experience and attributes** for NIHR / National competitive **Clinical Academic Fellowships**
- foster a **growing and sustainable body of clinical academics**
Programme Design: 4+1 model for 3 years

Design, implement & evaluate an evidence-based, patient-focused healthcare improvement

Year 1
- Evidence search and review
- Establish steering group

Year 2
- Agreed practice innovation
- Innovation implementation

Year 3
- Evaluation
- Preparation for clinical academic future

In-kind investments building on established relationships

1st Cohort: 8 -> 6
Not just a photograph - Do clinical staff requesting x-ray examinations understand radiation?
Rebecca Hanik1 and Stephanie Jones2
1Diagnostic Radiographer & Clinical Academic Trainee. Lancashire Teaching Hospitals NHS Foundation Trust; 2Senior Research Fellow, UCLan

**Background**

Clinical staff are involved in requesting diagnostic imaging examinations, which may result in exposure to ionising radiation. It is essential to inform the clinical staff of the implications and safety measures related to radiation to ensure the protection of patients and healthcare personnel.

**Methods**

A 1-day educational seminar was conducted for clinical staff who often request diagnostic imaging examinations. The seminar aimed to increase their understanding of radiation exposure and its implications. The facilities included a discussion on the risks associated with radiation, the importance of radiation protection, and guidelines for minimizing exposure.

**Conclusion**

The seminar was well-received, with a high attendance rate of clinical staff. The feedback indicated a significant increase in their understanding of radiation and the importance of following safety protocols. The outcome is expected to improve the quality of care and safety standards in the hospital.

**References**


---

**Posters in Imaging & Therapy Practice**

**Title:** 

---

**Authors:** 

---

**Background:** 

---

**Literature Search:** 

---

**Areas & Objectives:** 

---

**Next Steps:** 

---
Achievements

- Peer-reviewed conference papers
- Conference posters
- Audit reports
- Journal publications
- External awards
- Benefits for patients
- WiP: Innovation in design
- Benefits for teams
Learning 1

- It really does take a village
- Very different projects, each with different learning and development requirements at different times
- Responsive, Adaptive, Flexible: drawing on existing systems
Learning 2

- Clinical team: investment and accountability
  - application for ‘funding’ as possible solution

- Recognising quick(er) wins vs slower burns
  - innovation implementation vs research -> innovation and their different associated outputs

- Environment for success
  - Team leader endorsement; project part of team’s strategic goals; patient experience-centred culture; research and innovation culture
  - Clinical team engaged from beginning to agree project
    - Enabling earlier identification of academic team and training and development
  - Two CATs per project (loneliness; sharing burden of work)
  - First cohort as contact / network for next
Clinical Academic Faculty associated NIHR ICA success, last 2 years

- NIHR MClinRes x 2 (SaLT, Nurse)
- NIHR Doctoral Research Fellowship (Nurse)
Thankyou, always happy to discuss and share!

polive1@uclan.ac.uk
From staff nurse to NIHR doctoral fellow

Alison McLoughlin
asrmcloughlin1@uclan.ac.uk
@asrmcloughlin
The Journey

Staff Nurse
Research Nurse
Academic Research Nurse
Stroke Specialist Nurse
NIHR Fellow
Journeys are not often linear

Think

Keep on going

Idea

Try

Do

Involve more people

Do it again

Build experience

Success
Blending Roles

Research

Clinical
Overcoming the Fear
Formulating the question
Harness your driving force
You can always check
Imposter syndrome
Interview
Not just you....
Standardised Neurological Observation Schedule for Stroke (SNOBSS)
Any Questions?
Building Research Capacity aligned with health and social care partners’ priorities

Colette Miller
Research Capacity Delivery Manager
CLAHRC North West Coast
Session Overview

• CLAHRC NWC
• Health Inequalities Assessment Tool (HIAT)
• Capacity Building
• Research Internships
• Evaluation
• Partner Priority Programme
38 Partner Organisations including:

• Clinical Commissioning Groups
• NHS Trusts
• Local Authorities
• Higher Education Institutions

Mission:
To work collaboratively with Partner organisations and other stakeholders including members of the public to co-produce and conduct high-quality applied research designed to decrease health inequalities and improve the health of the population of the NW Coast.
Capacity Building

- Individual Capacity
  - Intra-organisational Capacity (Organisations)
  - Inter-organisational Capacity (Systems)

- Culture

- Training
- Learn
- Knowledge
- Skills
- Coaching
- Support
- Development

NIHR | National Institute for Health Research
### CLAHRC NW Coast – 68 Interns

<table>
<thead>
<tr>
<th>Roles represented in the CLAHRC NWC Internship Programme</th>
</tr>
</thead>
<tbody>
<tr>
<td>19 Nurses</td>
</tr>
<tr>
<td>5 Doctors</td>
</tr>
<tr>
<td>2 midwives</td>
</tr>
<tr>
<td>8 Other role</td>
</tr>
<tr>
<td>4 CCG Managers</td>
</tr>
<tr>
<td>1 Speech &amp; Language Therapist</td>
</tr>
<tr>
<td>7 Local Authority</td>
</tr>
<tr>
<td>3 Public Advisors</td>
</tr>
<tr>
<td>1 Paramedic</td>
</tr>
<tr>
<td>6 Physiotherapists</td>
</tr>
<tr>
<td>3 Administrators</td>
</tr>
<tr>
<td>1 Dietician</td>
</tr>
<tr>
<td>5 Occupational Therapists</td>
</tr>
<tr>
<td>2 Radiographers</td>
</tr>
<tr>
<td>1 Social Worker</td>
</tr>
</tbody>
</table>
Research Internships

- Intern-led
- Research project
- Funded secondment, salary back-fill
- Research training, taught programme
- Clinical & Academic Supervision
- University credits

Conference Attendance
Peer-reviewed Journal Articles
Individual Accolades
MSc Clinical Research
Research Fellowships
Aim: To explore the experience of interns in undertaking the internship scheme and the impact on research capability and capacity building.

<table>
<thead>
<tr>
<th>Professional background of interns participating in the evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 Nurses</td>
</tr>
<tr>
<td>2 Radiographers</td>
</tr>
<tr>
<td>1 Physiotherapist</td>
</tr>
</tbody>
</table>
"It's confirmed to me that yes research is something that I want to be involved in on an everyday basis as part of my clinical role and subsequently as a result of that I applied for the masters (NIHR Masters in Clinical Research)" (participant 7).
CLAHRC NWC Mission:

To work collaboratively with Partner organisations and other stakeholders including members of the public to co-produce and conduct high-quality applied research designed to decrease health inequalities and improve the health of the population of the NW Coast.
Partner Priority Programme

**Aim:** To share knowledge and experience to identify which of the new healthcare models being developed by Partners are most effective in improving population health and wellbeing, reducing emergency admissions, and reducing health inequalities.
Programme Comparison

Research Internship

• Intern-led
• Research project
• Funded secondment, salary back-fill
• Research training, taught programme
• Clinical & Academic Supervision
• University credits

Partner Priority Programme

• Partner-led
• Evaluation project
• Funded secondment, salary back-fill
• Research training, taught programme
• Public Advisors
• Collaborative Implementation Groups (CIGS)
• Clinical & Academic Supervision
• University credits
IMPACT CASE STUDY: Jane Neve

Partner: North West Boroughs NHS FT
Year: 2017
Scheme(s): Partner Priority Programme Round 1
Project: “Knowsley Live Well Project”
Outcome: Evaluation Project
Published PPI involvement
Developing Fellowship Application
IMPACT CASE STUDY: Louise Richards

Partner: Lancashire Teaching Hospitals NHS FT
Year: 2018
Scheme(s): Partner Priority Programme Rounds 1 & 2
Project: “The Neonatal Early Supported Transfer home project” NEST@home
Outcome: Evaluation project Implementation Plan Winner “Best Poster” Dissemination event
Thank You
NIHR CLAHRC North West Coast
Health Inequalities Assessment Toolkit (HIAT)
http://www.hiat.org.uk