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
- \checkmark Given a timetable for the year
- \checkmark 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. Figure 2. Example audit questions

- Clinical Audit
- Stroke MDT staff interviews

Identifying Dehydration:	
ls the patient able to take oral fluid?	Yes/No
Is the patient Nil by mouth?	Yes/No
Have Intravenous fluids been commenced?	Yes/No Date/Time
ls there a fluid balance chart?	Yes/No



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%)



Stroke multi-disciplinary team interviews

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
- Iocal 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

Evidence search and reviewEstablish steering group

- Agreed practice innovationInnovation implementation
- Evaluation

Year 1

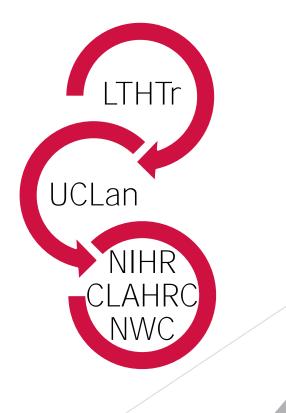
Year 2

Year 3

• Preparation for clinical academic future

st Cohort: 8 -> 6

In-kind investments building on established relationships

















Not just a photograph - Do clinical staff requesting x-ray examinations understand radiation?

Rebecca Hankin¹ and Stephanie Jones² ¹Diagnostic Radiographer & Clinical Academic Trainee, Lancashire Teaching Hospitals NHS Foundation Trust; ²Senior Research Fellow, UCLan

Background



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Aims & Objectives

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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 (Ioneliness; sharing burden of work)
- First cohort as contact / network for next

Becca's Clinical Academic Faculty Journey



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!

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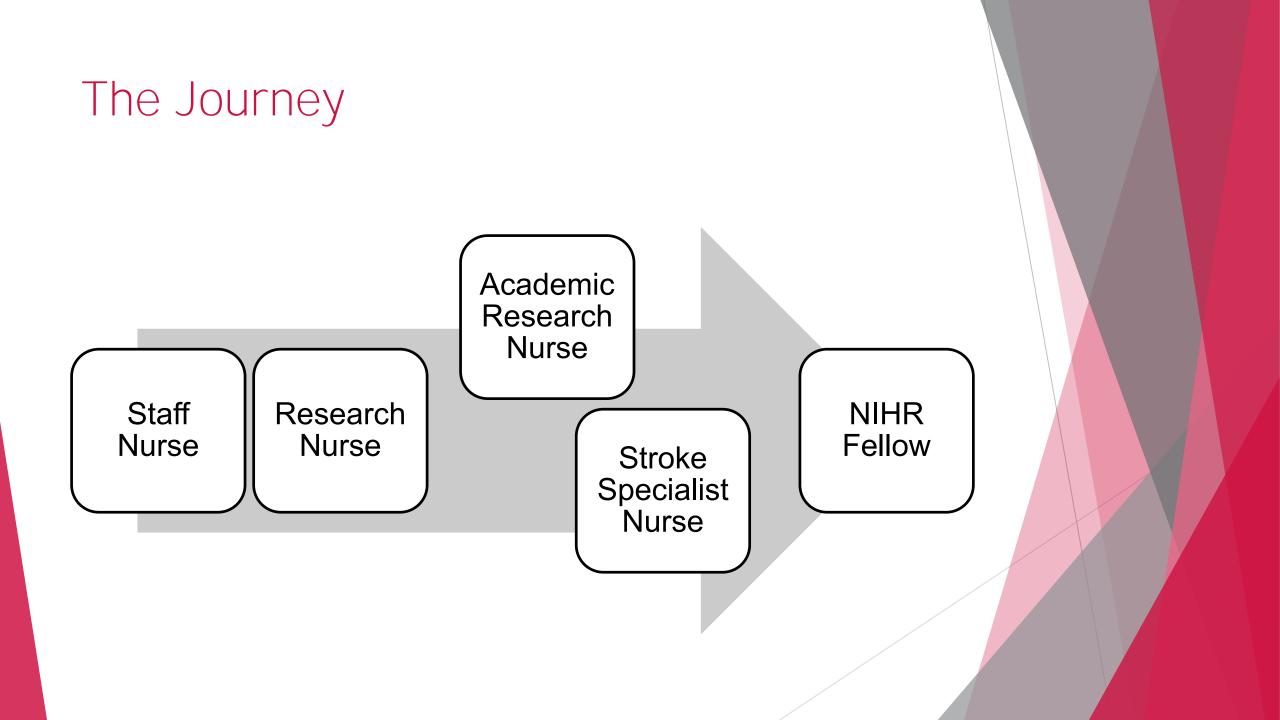


From staff nurse to NIHR doctoral fellow

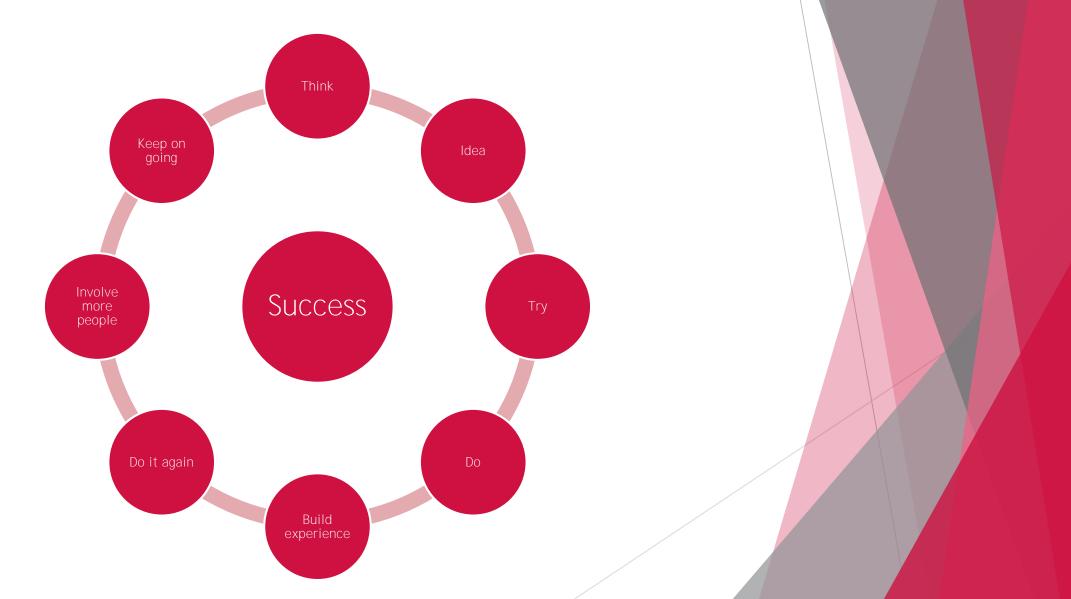
Alison McLoughlin

asrmcloughlin1@uclan.ac.uk

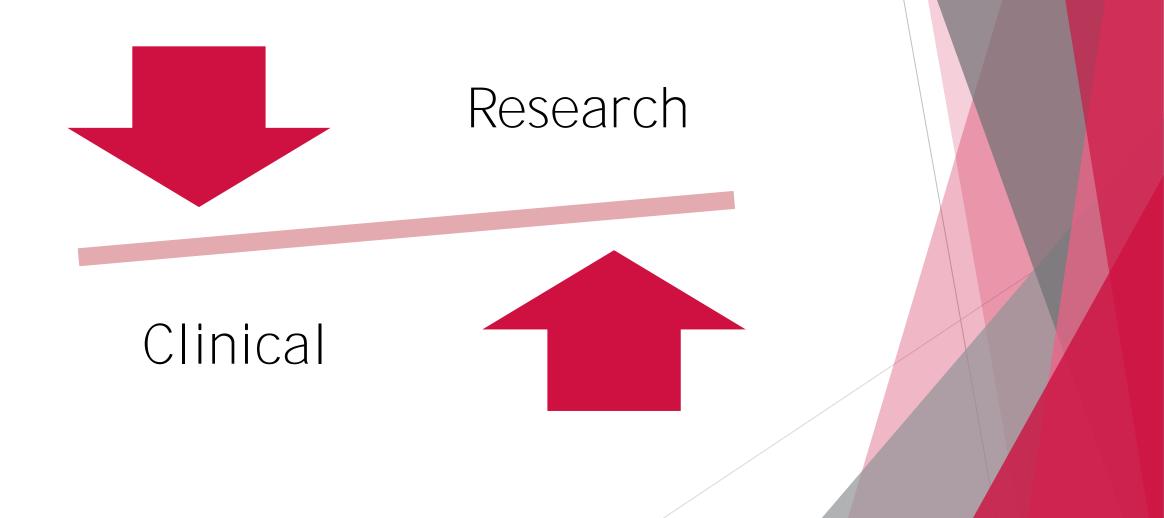
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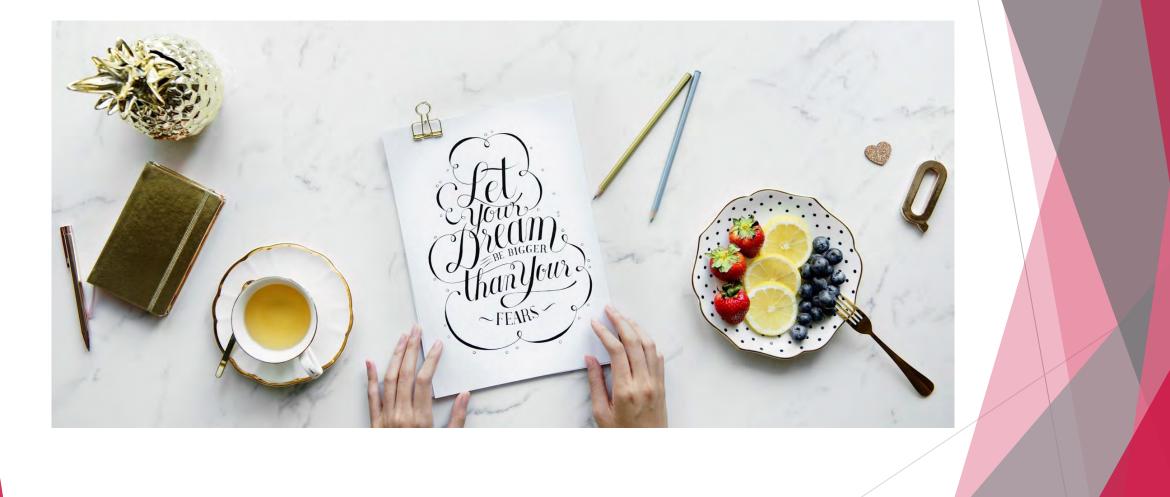
Journeys are not often linear



Blending Roles



Overcoming the Fear



Time



Formulating the question



Harness your driving force





You can always check





Imposter syndrome



Interview

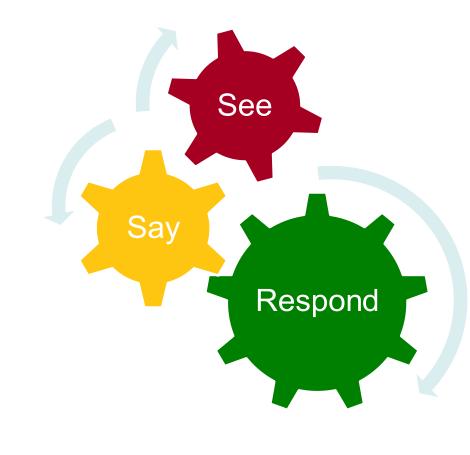


Not just you....





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



CLAHRC North West Coast

38 Partner Organisations including:

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

Mission:

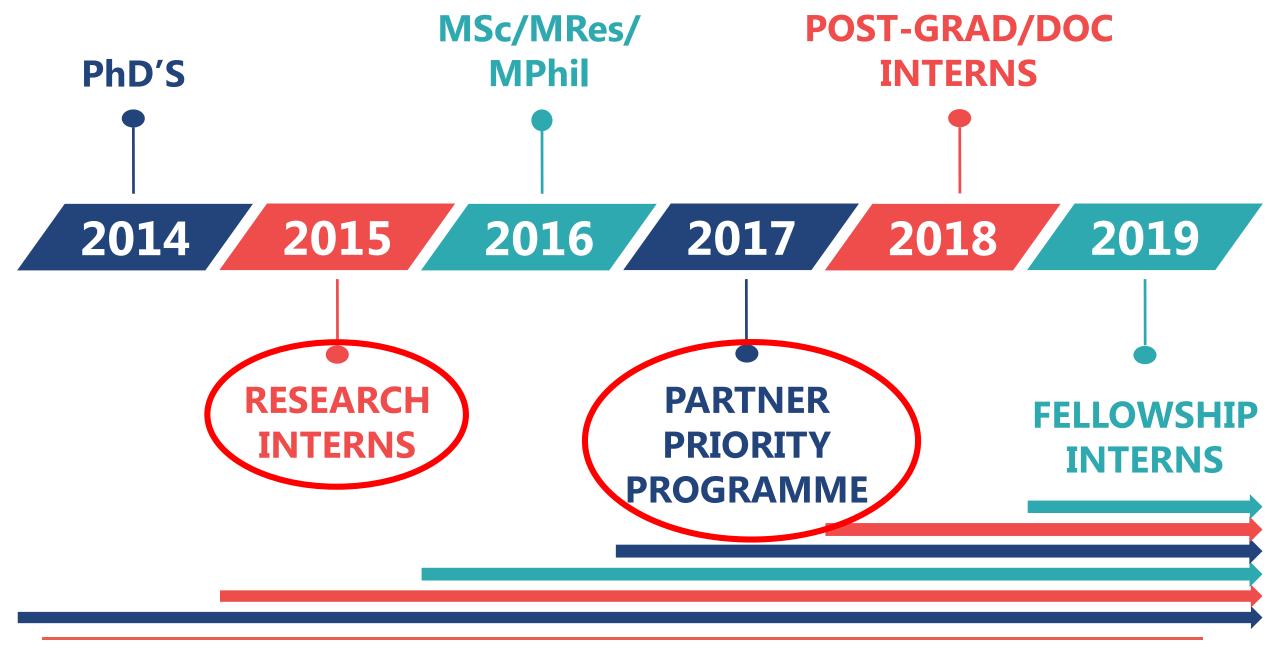
To work collaboratively with Partner organisations and other stakeholders including members of the public to co-produce and conduct high-quality applied research designed to decrease health inequalities and improve the health of the population of the NW Coast.



Capacity Building









CLAHRC NW Coast – 68 Interns

Roles represented in the CLAHRC NWC Internship Programme

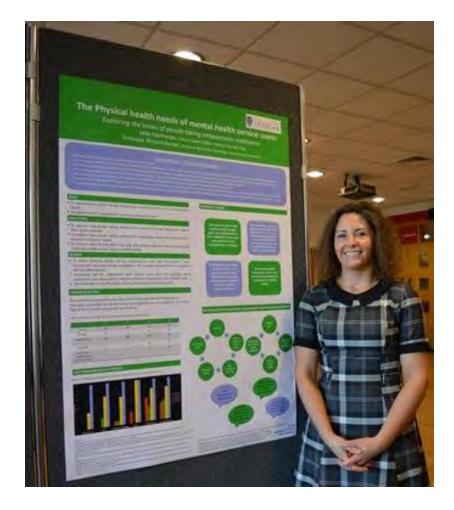
19 Nurses	5 Doctors	2 midwives
8 Other role	4 CCG Managers	1 Speech & Language Therapist
7 Local Authority	3 Public Advisors	1 Paramedic
6 Physiotherapists	3 Administrators	1 Dietician
5 Occupational Therapists	2 Radiographers	1 Social Worker



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



Research Internship: Evaluation

Aim: To explore the experience of interns in undertaking the internship scheme and the impact on research capability and capacity building.

2 Nurses	1 Mental Health Support Worker
2 Radiographers	1 Clinical Studies Officer
1 Physiotherapist	1 Local Authority Engagement Consultant



Research Internship: Evaluation

"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 coproduce 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

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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



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Supporting our communities to live life well

AIMS & OBJECTIVES

and/or unmet physical health need,

aims include identifying:

North West **Boroughs Healthcare** NHS Foundation Trust

Evaluation of an integrated approach to meet the physical health needs of mental health service users - The Knowsley Live Well project Jane Neve, Nurse Consultant NWBH; Dr Alina Haines, Research Associate, University of Liverpool

INTRODUCTION

Those with serious mental illness (SMI) are at greater risk of complex. physical co-morbidity and premature death compared to the general population. Life expectancy is reduced by 15-20 years as a result¹. Recent national reports highlight the fact that those with SMI die largely from treatable long term conditions associated with risk factors which are modifiable²



Knowsley is ranked 145th of 150 local authority districts for premature death rates and has the worst levels of income and employment deprivation.

North West Boroughs Healthcare NHS Foundation Trust implemented a programme to offer mental health service users a proactive physical health assessment in conjunction with their mental health assessment, and provide advice; brief intervention physical health services If a physical health need is identified with the aim of reducing health negualities.

health services. c) Experiences of service users who attend; views of those who don't, d) The experiences of staff in providing these assessments, e) Enablers and barriers to delivery/ access of the service.

DESIGN Qualitative data will be gathered from the service users and staff via questionnaires and semi structured interviews. Quantitative data will be obtained from service user records, both electronic. Disaggregated data will and /or onward referral to health promotion or be used to explore which groups including socio-economically disadvantaged groups are accessing the health assessment. This data will be used to inform service design and rollout with the key aim of reducing health inequalities within the populations served by the Trust.

The purpose of the evaluation is to determine the effectiveness of the

physical health assessment and most effective point of delivery. Specific

a) Whether the assessment is effective in recognising previously unknown

b) Whether the assessment leads to referral to health promotion or physical

ROGRESS SO FAR & NEXT STEPS ...

Questionnaires have been distributed to staff and service users in both the assessment and recovery teams. Semi-structured interviews have been completed with staff.

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

NIHR National Institute for Health Research



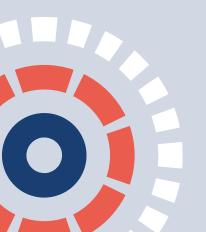
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NIHR CLAHRC North West Coast Health Inequalities Assessment Toolkit (HIAT) http://www.hiat.org.uk

