

Health Education England (HEE) Research and Innovation Strategy Stakeholder Response Form

Thank you for taking the time to review HEE's draft Research and Innovation Strategy. This response form asks a series of questions and includes free text fields to enable you to provide detailed feedback. Please note that there are maximum word counts for some questions to ensure focussed responses and to enable us to process feedback effectively.

Name	Oliver Watson (on behalf of organisations below)
Organisation	Association of UK University Hospitals, Council of Healthcare Science in Higher Education, Dental Schools Council, Medical Schools Council and Pharmacy Schools Council.

Part A: Aims

Do you agree with the aims of the strategy?

Yes

No

Partially

Do you have any comments on the aims of the strategy? (200 words max)

The aspirations of the strategy are welcome. Achieving a research active and able healthcare workforce is an ambition shared with our organisations. Adding greater acknowledgement of the partnership needed with HEIs to develop this workforce would be welcome.

Our organisations would also support aims that go beyond simply creating a 'receptive' workforce, but one trained and educated to participate in research and/or facilitate systems that deliver high quality research.

Collaborative working will underpin the success of Health Education England's role in research and development. While this is acknowledged, it would be welcome to see the R&I Strategy articulating where HEE can add value by building on the work of partners. Alignment with the research strategy of NIHR in particular will be important.

Part B: Objectives

Objective One: Establish a system wide coherence to education and training which will facilitate and sustain the organisational and cultural changes required to embed research and innovation.

Is this objective appropriate and relevant?

Yes

No

partially

Do you agree with what HEE plans to do to achieve this objective?

Yes

No

partially

Do you have any additional comments about objective one? (200 words max)

While a single strategy with wide coverage is welcome, we would caution against generic approaches for different levels of research activity, career stages and professional groups. For example, differentiation needs to be made between the actions required to a) educate staff about research b) give people the skills to start research c) support staff whilst they do research. Furthermore, different professional groups will have different needs that should be recognised.

Objective Two: Ensure that the evidence on best practice for training in research and innovation informs and influences the delivery of effective education and training within the healthcare system.

Is this objective appropriate and relevant?

Yes

No

partially

Do you agree with what HEE plans to do to achieve this objective?

Yes

No

partially

Do you have any additional comments about objective two? (200 words max)

In those disciplines where it is not responsible for curricula, we would suggest that HEE should not have a direct role to “evaluate current curricula to understand what is contained within them relating to research and innovation”. In these areas, liaison with Regulatory Councils to understand current coverage would be welcome, but we would suggest that HEE should not become directly involved in curricula evaluation.

Developing metrics through LETBs that “monitor the success of implementation of training in research and development of innovation capability” should be conducted in partnership with HEIs. To support rather than dissuade efforts in this area, it will be vital to ensure that metrics are not onerous.

Learning from HEIs and other organisations such as the Academy of Medical Sciences, the Royal Colleges and NIHR, that are involved in work to build research capacity and interest will be important in delivering on this objective.

Objective Three: Undertake the development of a transparent and integrated multi-professional clinical academic career framework for patient benefit.

Is this objective appropriate and relevant?

Yes

No

partially

Do you agree with what HEE plans to do to achieve this objective?

Yes

No

partially

Do you have any additional comments about objective three? (200 words max)

We suggest a number of considerations:

- New researchers of any discipline or professional background will only succeed if attached to existing strong role models of research-active clinicians and given sustained and realistic funding.
- Partnership with HEIs should be at the core of any proposed pathway.
- Ensuring sufficient flexibility in training pathways will be vital; both to take into consideration different levels of experience and allow for people with diverse backgrounds to participate. In this area and others, recommendations of the *Shape of Training* report should be considered.
- Recognising the various stages of development and relative strengths of different healthcare professions will be important in tailoring programmes.
- Pathways need to lead to posts – consideration of supply and demand of clinical academics in each profession will be important.
- Changes to structures will require consultation and support from all relevant stakeholders.

In particular we flag the extremely low starting base for the clinical academic workforce for the Nursing, Midwifery and Allied Health Professions. We offer the AUKUH NMAHP Clinical Academic Advisory Group as a source of advice in establishing a multi-professional clinical academic career framework, and increasing the numbers not only with research awareness, but those actively engaging in research for patient benefit.

Objective Four: Establish a HEE Research Evidence Hub which will undertake an intelligence gathering, horizon scanning and evaluation function to ensure investment in future education and training is evidence informed.

Is this objective appropriate and relevant?

- Yes
 No
 partially

Do you agree with what HEE plans to do to achieve this objective?

- Yes
 No
 partially

Do you have any additional comments about objective four? (200 words max)

Our organisations are unclear about the value of a Research Evidence Hub. At present the remit of such a Hub seems to range from collating evidence on healthcare education and training to determining what will affect future healthcare challenges. Clarity about the proposed Hub would be welcome. For example, whether there may be a role for using it to assess research priorities.

Working with education and training providers to understand evidence gaps would be welcome. It would be helpful for HEE to explore whether best practice/evidence on these topics is collated in other locations before creating a new resource.

Part C: Implementation

What do you consider the top three challenges for implementation? (50 words max per challenge)

Challenge 1	Competing priorities – The historic prioritisation of service delivery over service quality needs to be challenged. This will be difficult in the context of considerable pressure on NHS staff, services and budgets. Demonstration of the role of research in improving patient outcomes will be vital to ensure it continues to be supported in this climate.
Challenge 2	Investment – Sustained and realistic funding being given to promising individuals embedded in strong research teams will help to develop the research facilitative and active workforce required. Providing this at a sufficient level for all professions will be a challenge. HEE will need to carefully consider where resource is best allocated to build

	on existing strengths.
Challenge 3	Creating inter-disciplinary approaches that do not reduce professional identity, but do maintain unique contributions.

What are the top three considerations to ensure successful implementation? (50 words max per consideration)

Consideration 1	Partnership – Building on the successes and harnessing the strengths of existing stakeholders will be important to ensure HEE can deliver on its aims. The ‘eco-system’ of healthcare research involves a wide variety of partners (HEIs, charities, industry, funders, Academy of Medical Sciences etc) and HEE should engage with them as a priority.
Consideration 2	Monitoring – It would be welcome for HEE to outline how performance against the strategy will be monitored and assessed. There will need to be practical examples given as to how HEE has supported the strategy’s objectives. Without this, it will not be possible to know whether implementation has been successful.
Consideration 3	Stability – Changing structures and funding can be disruptive to efforts to inculcate a research active and facilitative culture. Giving organisations sufficient autonomy to develop and providing recognition of progress will be important.

Part D: additional comments

Are there any additional comments you would like to make? If so, please add them below.

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Thank you for your feedback. Please return your completed form to HEE.RI@nhs.net by 5pm on 13 June 2014.