



# Are we there yet? Nurses, are you the passenger or driver?

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ROAD



WRONG  
WAY

ROAD  
CLOSED

DETOUR

# What language are we talking?



A word cloud on a black background featuring various greetings in different languages and colors. The words are arranged in a circular pattern, with some appearing multiple times. The greetings include: 'Hello' (in red, green, yellow, and white), 'Hola' (in red), 'Czesc' (in orange and yellow), 'Bonjour' (in orange and yellow), 'Ola' (in purple), 'Marhaba' (in blue and red), 'Ciao' (in yellow and purple), 'Zdravstvuj' (in white), and 'Ni hao' (in green). The words are written in a stylized, rounded font.



# Starting point

## **Drawbacks of the Job**

Drowning in a sea of research jargon

Frequently working in isolation

Other nurses view the CRN as a data collector

Short term contracts

Sometimes have to arrange holidays around studies in progress

## **Benefits of the Job**

The conduct of research to international standards

Travelling to investigator meetings and conferences nationally and internationally

Eating at good restaurants to discuss the research project/s and to network

No shift work

Career Pathways in Research: Clinical Research Nurse (2001)

JE Kenkre, D Foxcroft

# Career Pathway

## Linkage to other pathways/careers

CRNs in the conduct of clinical therapeutic trials have to adhere to regulations such as the European Code of Practice and the International Conference of Harmonisation (ICH) which trains them in the discipline of research. [This training can enable them to cross over into other research careers:](#)

### ***Career within the Pharmaceutical Industry starting as a Clinical Research Associate (CRA)***

In the conduct of CTTs the CRN frequently meets personnel from the different pharmaceutical companies. [Therefore a shift in employment from CRN to CRA](#) frequently occurs as the representative from the company on a site visit is monitoring the work undertaken at the research centre .

### ***Phase I Trials Units within pharmaceutical companies***

Although nurses employed by pharmaceutical companies within their Phase 1 unit are in many respects are working as CRNs, units, they are sometimes called [pharmaceutical nurses](#). These nurses monitor volunteer patients on the first dosing of a new compound into human subjects. Volunteers as subjects are often staff employed by the company, in another capacity, and get paid for their participation.

### ***Health Services Research***

After conducting numerous CTTs many CRNs decide that they wish to undertake health services research which can be conducted within Trusts or in academic settings.

This helps to highlight the fact that [nurses have the ability to develop their career in research within one discipline and then widen their knowledge and capacity within other arenas.](#)

# The Journey





# 2000 – Clinical Research Facilities Established

- Based on US model
- Recognised skills and expertise – dedicated time
- Embedded in hospital settings
- Core funding for staff
- Team of research nurses
- Recognised Group of staff dedicated to research



# Started small but...

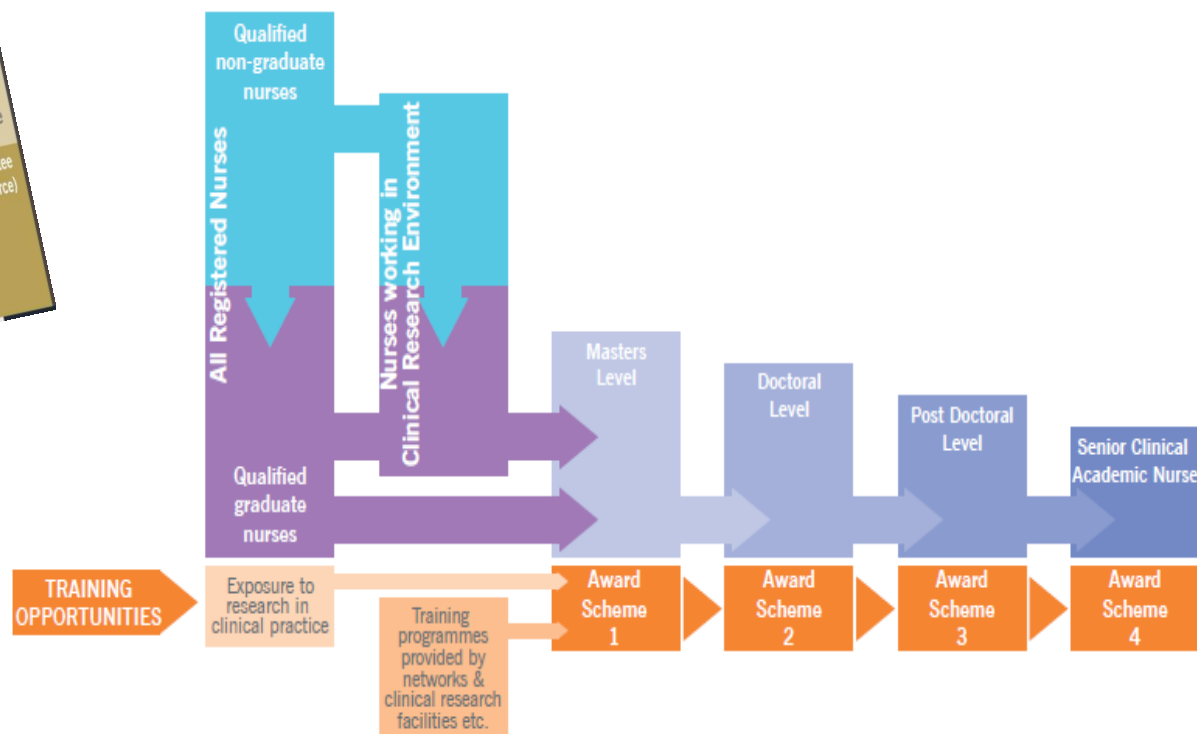
- CRF team – worked across disease areas
- Contracts – permanent – same as NHS – shift work
- Embedded in NHS  
(training/policies/procedures/working conditions/line management)
- Lead Nurse – across CRF and Organisation – Manage whole research workforce
- Rolled out practice across organisation

# NIHR - 2006

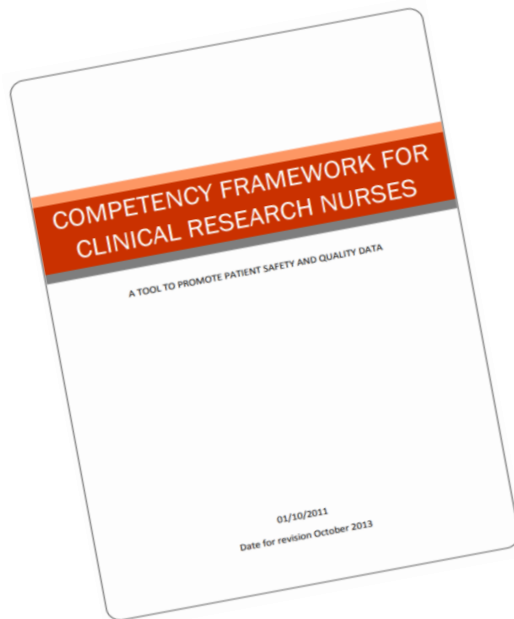
- Improve the Health and Wealth of Nation
  - 4 key areas: faculty, research, systems and infrastructure
- Clinical Research Networks
- Increased number of studies and staff
- Senior Leadership Team included a nurse
- Workforce development team, headed by nurse – Susan Hamer
- NIHR Nursing strategy (Hamer)



# Developing research professionals



# National Competency Framework



- Knowledge and Skills
- Bands 5 – 7 then 8 (Senior Nurse Manager/Lead Nurse)
- Used from Induction
- Aids a conversation

# Maximising the Nursing Contribution to the UK Clinical Research Agenda

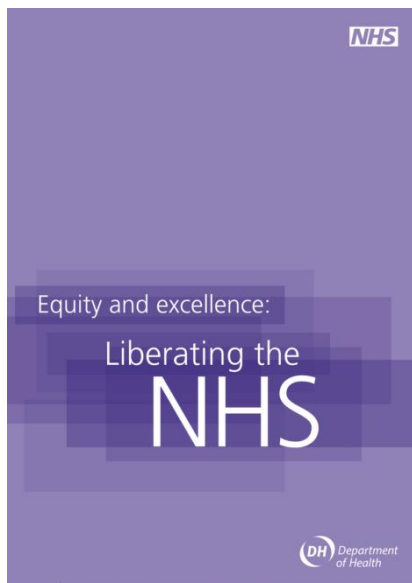
- Meeting with stakeholders – RCN, NMC, NIHR, Chief Nursing Officers, Nurses, Academy of Nursing, HEI's

Present findings from national survey:

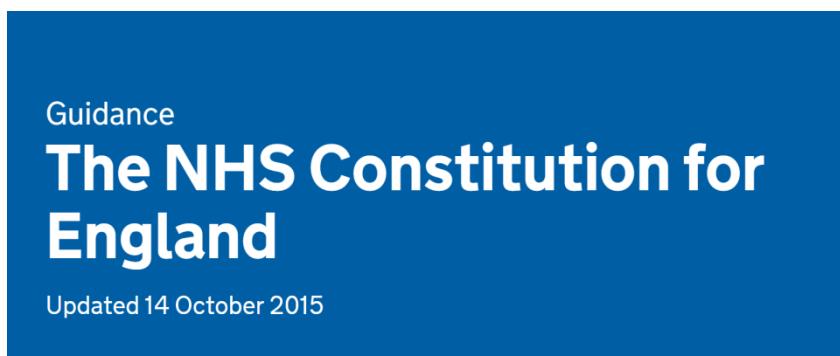
- Employment on short term contracts
- Poor/inadequate/variable/no job description
- No PDR
- Lone working
- No induction
- Poor risk management compliance
- Rapid turnover in CRN posts

Made recommendations for further work





2010 – Emphasises the promotion and conduct of research as core NHS role.



Emphasised the commitment to research

# Raising the profile of the CRN role

Yearly funded Meeting to celebrate Clinical Research Nursing

Training developed

Publications

Tweets #CRNurse



Campaign to raise profile and awareness

Best practice shared

# NIHR Nursing Strategy 2012-17, 2017-22



- Improve awareness and understanding of the speciality of clinical research nursing and its contribution and impact
- Develop leaders to share best clinical research nursing practice locally, nationally and internationally
- Promote innovation in research delivery practice to include the use of digital technologies to improve data quality and enable novel ways of using resources
- Create a clinical research culture that is patient and public focussed



The NIHR Clinical Research Nursing Strategy aims to make sure clinical research nurses, midwives and specialist community public health nurses are seen as leaders and meet the expectations of patients in the NHS.



70@70

# 70 @ 70

The NIHR Senior Nurse and Midwife  
Research Leader Programme

[Home](#)

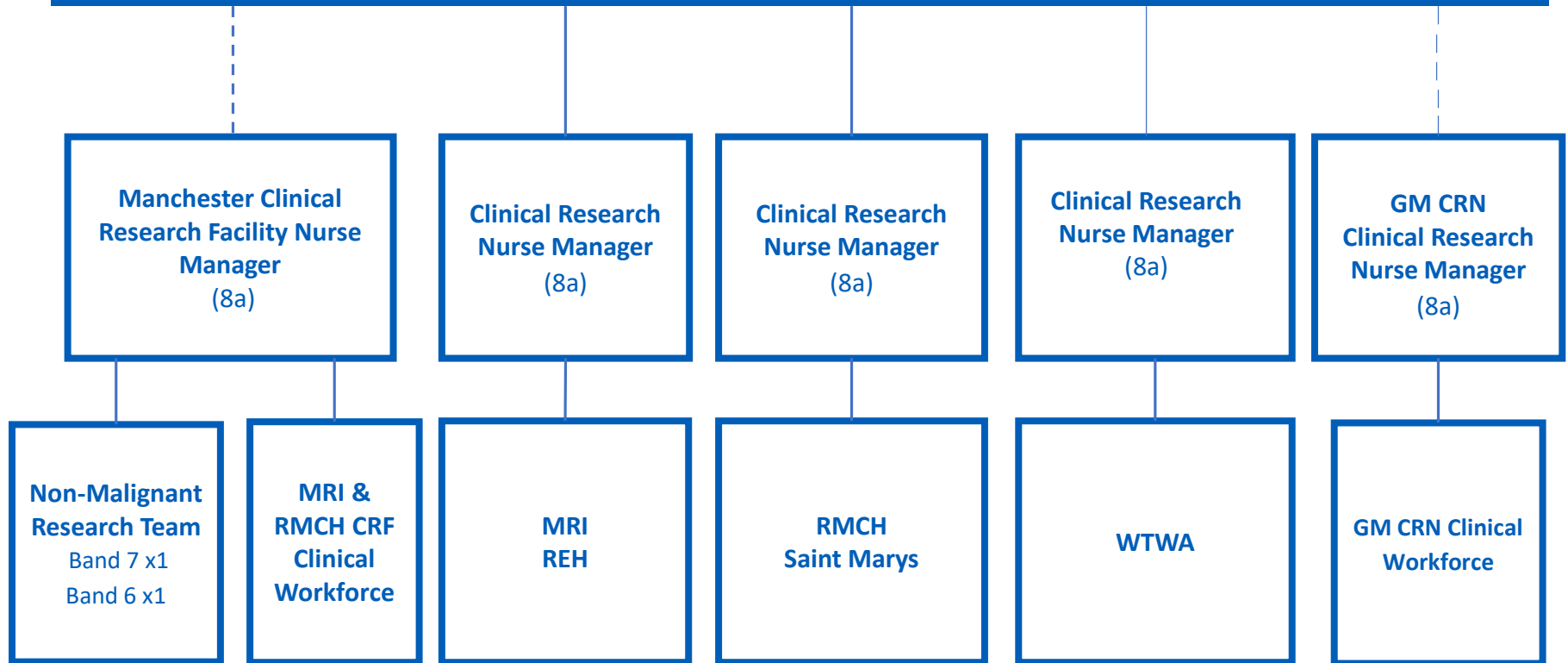
[How to apply](#)

[FAQs](#)

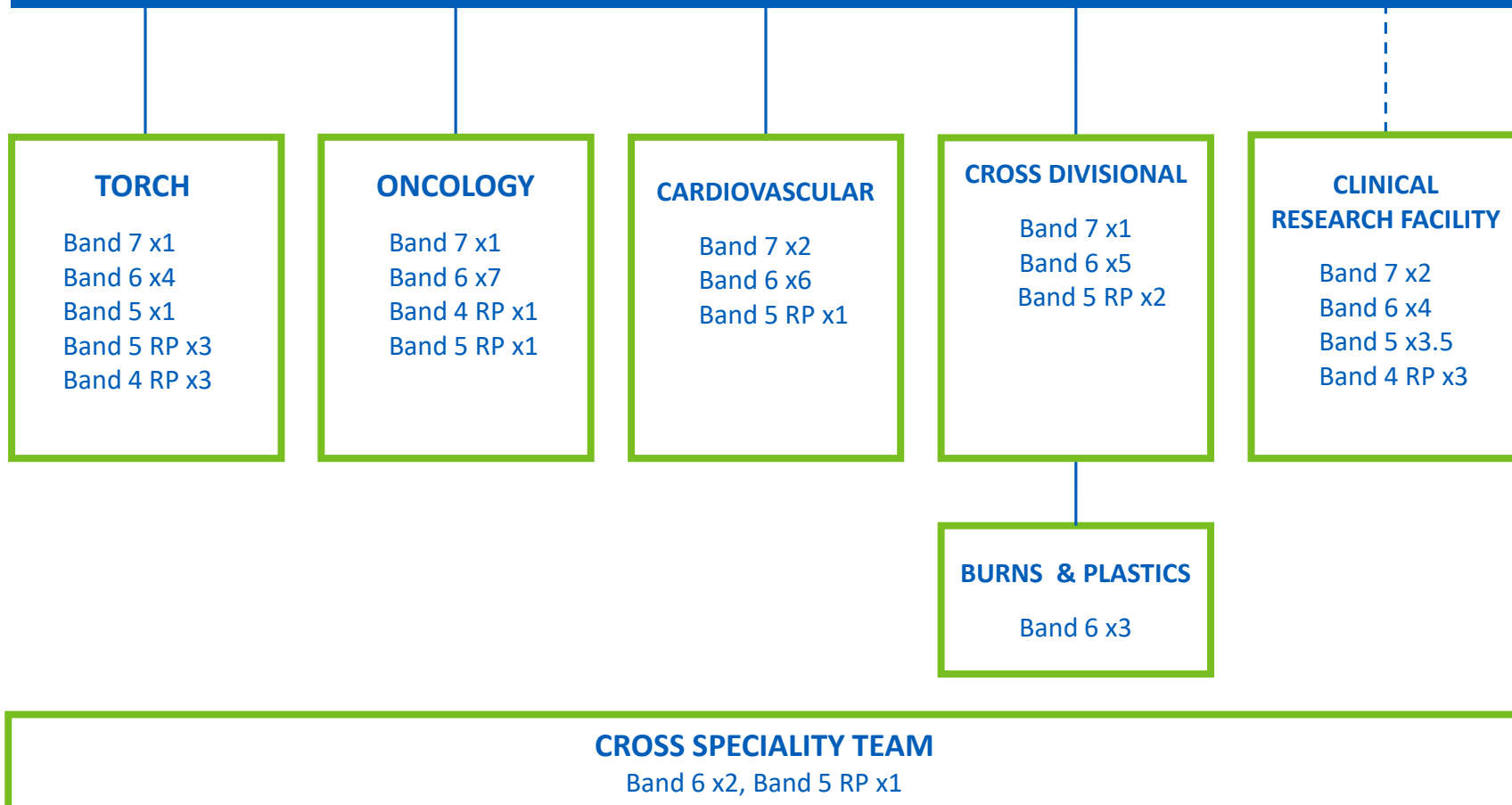


**NIHR** | National Institute  
for Health Research

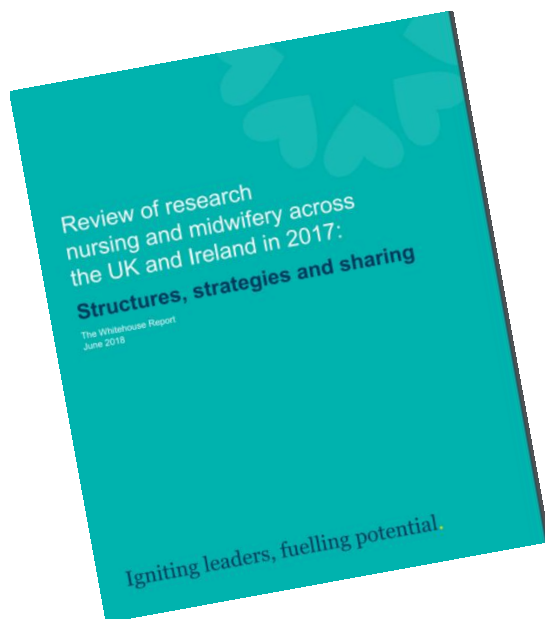
## LEAD NURSE (Research & Innovation, Manchester Foundation Trust)



# CLINICAL RESEARCH NURSE MANAGER – 8A (WTWA)



# Review – June 2018

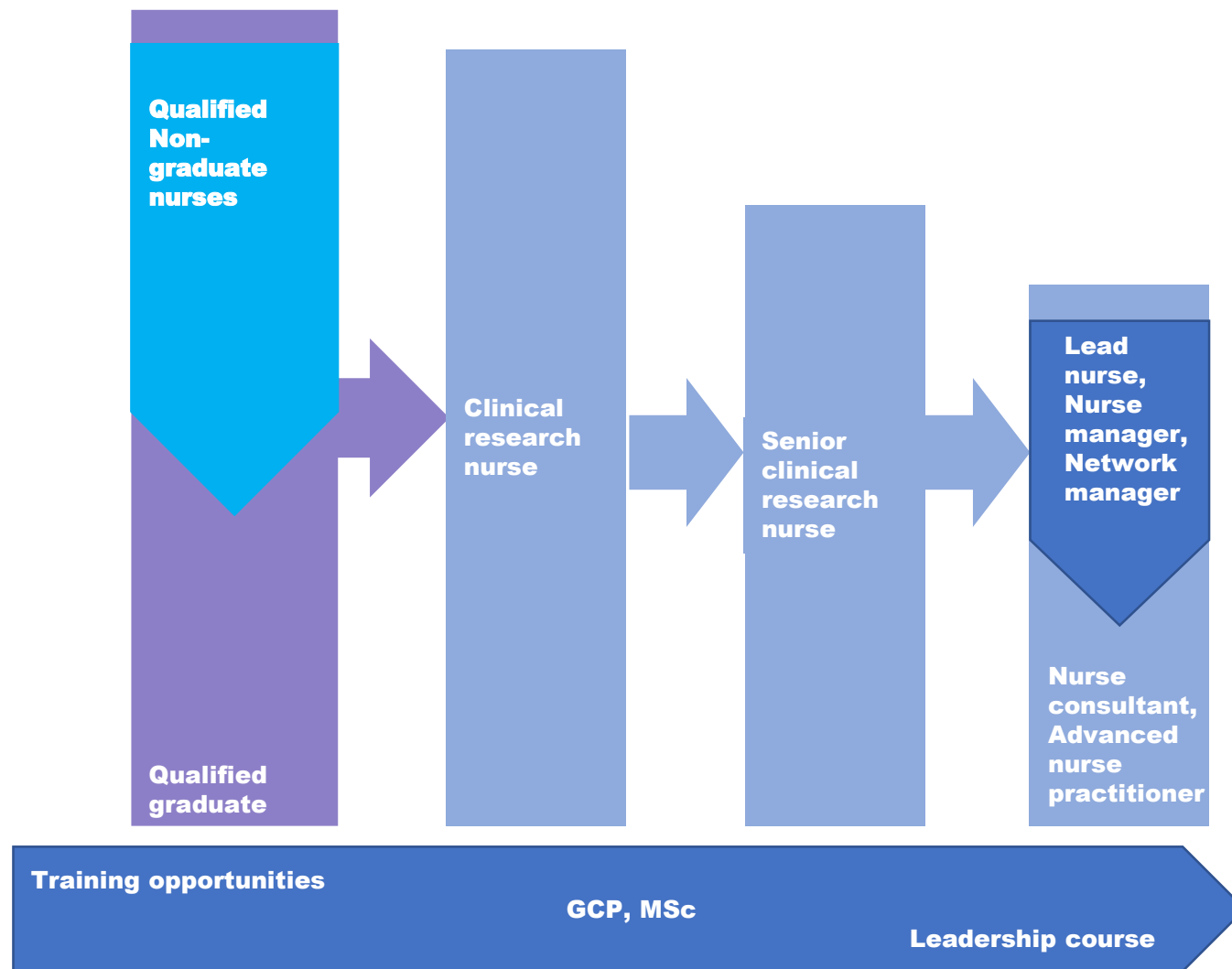


34 organisations, 88 staff

## Recommendations

- ✓ All sites should have Lead Research Nurse/Midwife – with oversight of CRN workforce
- ✓ LRN/M should lead the development of CRN team structures
- ✓ CRN should have reporting line to Senior Nurse in the organisation
- ✓ Permanent positions for CRNs should be considered

Models for developing the CRN team suggested

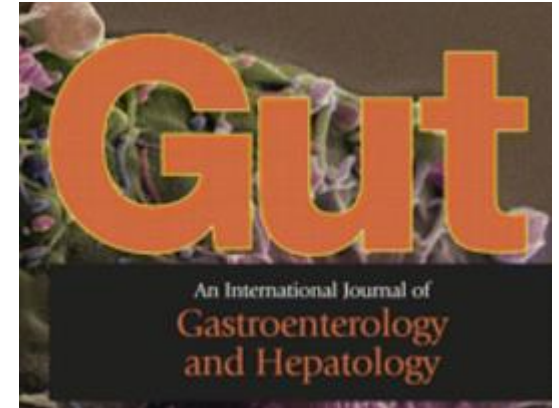




“Well trained, competent, supervised, permanently employed research nurses are the best means of mitigating against poor clinical and research practice”

Ledger, Pulfrey and Luke  
Nursing Management, May 2008

# Research activity and improved patient survival



- Study supported by NIHR CRN
- bowel cancer patients are more likely to survive after operations in research-active hospitals
- patients who are not involved in the trials themselves benefit from being in hospitals where a large amount of clinical research is taking place
- <http://bit.ly/improved-patient-survival>

# Where will your journey take you

- What's the destination
  - Study numbers
  - Increase in income
  - Access for patients
  - Healthcare improvements
  - Increase in knowledge



# What's the currency of conversation?



# Are we there yet?





# Enablers

- Government funding and commitment
- Trailblazers
- Senior nurse appointments
- Excellent leadership
- Communications
- Patient involvement and engagement

# Thank you

