

Research Nurse Rotation Programme

growing a motivated and skilled workforce of clinical research nurses

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Overview

Research activity in the NHS is thriving. Many studies require clinical research nurses in their teams. The NIHR Clinical Research Facility, Cambridge, explores creative ways of attracting and retaining a motivated and skilled workforce. Establishing a rotation programme for staff nurses with no prior research experience has turned out to be very beneficial on many levels.

Background

The Cambridge Biomedical Campus is home to a large concentration of NIHR, MRC and University-funded organisations that develop and conduct clinical research on-site. Between them they have an extensive number and range of research studies for which they employ Clinical Research Nurses.

Led by the Cambridge CRF, a collaboration of Senior Nurses from across the local research organisations conceived the idea of a Research Nurse Rotation programme that would draw on the substantial wealth of research expertise and experience of the local workforce.

Method

- NIHR Research Capability Funding (RCF) for n = 2 Band 5 nurses without prior experience of research
- 12 months fixed term contracts
- Recruiting into both posts in parallel
- 3 different key placements where there is a wide range of research study exposure and keen mentors with research expertise
- The CRF provides the induction to research knowledge and skills
- An overall mentor for all overseeing all placements as well as placement specific mentors

Programme for the 2014/15 cohort

<p>NIHR/Wellcome Trust Clinical Research Facility, Cambridge</p> <p>5 months including induction</p>	<p>Cambridge Cancer Trials Centre</p> <p>3 ½ months</p>	<p>NIHR Cambridge BioResource</p> <p>3 ½ months</p>
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The Rotation programme includes a Higher Education Institution module designed to deepen knowledge and critical thinking of the Clinical Research professional.



Dawn - Research Nurse Rotation 2011/12



- I got to know many different aspects of the process of trial coordination and research facilitation. I had robust training for this.
- The post's dedicated Rotation Portfolio has been very useful.
- I have gained increased communication skills from liaising with such a variety of research teams and research settings.
- I have learnt to adapt to research in a variety of different settings.
- It is not for those who like to remain in their comfort zone. At times, it is rather demanding. You need to be adaptable and flexible for this post.
- I have learnt a lot about research and developed a range of different skills that I am able to transfer with me throughout my career.
- The Rotation has given me a bigger picture of clinical research. It has opened my eyes to further possibilities and wider opportunities within research nursing. It has definitely motivated me to pursue a career in clinical research.

Aim of the Programme

- To ensure the development of a skilled workforce to meet the demands of increasing research activity
- To attract junior nursing staff to work in research
- To provide a broad grounding in clinical research nursing through exposure and training in several different clinical research environments



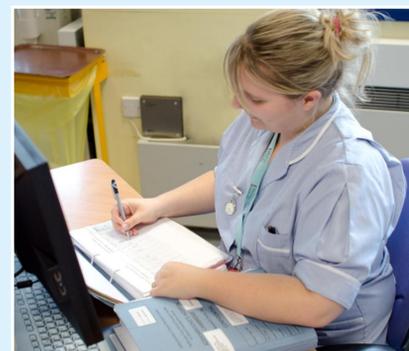
Cecilia - Research Nurse Rotation 2014/15

'Being new to clinical research, I have really enjoyed the variety of placements and trials.'

'There have been ample opportunities to attend research related study days and have also completed a level 6 module in the foundations of clinical research'



Sophie - Research Nurse Rotation 2014/15



Karen - Research Nurse Rotation 2011/12

Conclusion

To date, all the nurses of the rotation cohorts have decided to pursue a career within clinical research and wanted to continue working in the CRF. The rotation has contributed to mutual awareness and collaboration across the participating NHS research organisations. This programme has proven to be a valuable component in growing a motivated, knowledgeable and skilled workforce of clinical research nurses.

Contact

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