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Clinical Research Practitioners
National Update and Future Strategy

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National Strategic Engagement Lead for CRPs

17th Sept 2024

Connecting





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MENTIMETER

Question - How many Registered CRP here today

How did I get so passionate about CRPs?

1989 & 1991 - BSc. Biochemistry, Liverpool & MSc. Biotechnology, Reading
1990's - Research Assistant roles - Royal Free NHS Trust
1993 - Heart Valve Bank Coordinator - Royal Brompton & Harefield
2011 - Clinical Trial Coordinator, Sarcoma, Prof A Flanagan RNOH & UCLH Cancer Institute.
2014 - Trial Coordinator - R&I Dept at Royal National Orthopaedic Hospital
2019 - Delivery Team Lead
2021 - NIHR CRN North Thames as Workforce Development Lead, - Registered
2023 - The National CRP Strategic Engagement Lead

AHCS
Academy for Healthcare Science
professional™ standards authority
accredited register

The CRP Journey so far….

2016 - ~3000 people working in CRP roles at AfC band 4,5 and above, amounting to ~25% of the workforce funded or part-funded by the NIHR CRN

2017 - March 2017 - NIHR - Developing the professional identity of Clinical Research Practitioners

- *The skills and expertise that CRPs bring to the delivery of safe, ethical and high quality clinical research care have become a vital resource.*
- *A workforce strategy that intentionally promotes different career opportunities- is essential to ensure future capacity.*
- *May - Integrated Workforce Framework LINK*

2018 - Created a process that will implement accredited registration

2021 - Register opens

2022 - CRP Engagement Leads, CoP, drop in sessions, meetings

2024 - 400 registrants as of Sept 2024, wealth of resources developed on Community Site

2024 - RDN new chapter

AHCS Academy for Healthcare Science

professional standards authority

accredited register

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National CRP Strategic Engagement Lead role
Secondment June 23 - Sept 24

Listening Exercise - All LCRNs COO & WF Leads

Key Findings - Perceptions, Obstacles, Scope, Variations

Building for the future
What does this mean?



Listening Exercise Key Actions

	What is the Issue / Ask?	Who can address this?
1	Raise the profile and showcase CRPs	**CRPs, NIHR, NHSE**
2	Roles & responsibilities of CRP Leaders	**NIHR, AHCS**
3	R&D / Senior Management support within NHS Trusts	**R&D Forum, UKRD, NIHR, NHSE**
4	Promote the benefits of joining the Register	**NIHR, AHCS**
5	Increase the visibility of the CRP Profession	**NIHR, CRPs, R&D Forum, NHSE**
6	Improving understanding the clinical scope of CRP roles	**NIHR & others**
7	CRP is not a protected Title; building trust and value for voluntary PSA-accredited registration with employers	**AHCS, NHS Employers, Professional Standards Authority (PSA), NHSE, NIHR, UKRD, R&D Forum**
8	Obstacles to joining the Register	**NIHR CRN CRP Engagement Leads, CRP Leaders**
9	A need for Professional Leadership	**NHSE CSO & CNO, NIHR to monitor**
10	Start process to establish a Professional body	**CRP Leaders & partners (AHCS, NIHR, NHSE)**

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CRP Leaders Strategic Summit Aims and Objectives

Summit Aim: A common language used by all to describe who CRPs are.

Objectives: CRP Leaders equipped with the necessary knowledge and appreciation of where CRPs sit in the system, the ways they may be seen, and how their profession is evolving.

Learning Outcomes: Each participant will leave equipped to share their narrative publicly, and be tangibly enabled to practise their leadership in progressing next steps locally, regionally and nationally.

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Speaking the same language

CRPs to lead on content for:

- NIHR website showcase of CRP roles
- Release of new NIHR Learn resources
- Targeted social media campaigns
- CRP Bulletin
- CRP Community Google Site

What do Professions have in common?

Membership
Shared practice & knowing scope
Accountability & Responsibility
Specialised knowledge & skills
Autonomy
Growth & Development
Regulation
Communication

Who knows about the benefits of registration for CRPs?

Professional status with commitment to patient safety

- A skilled, autonomous healthcare professional
- Specialised, comprehensive knowledge and skills in clinical research delivery
- High professional standards and scope of practice
- Continuous professional development
- Regulatory accountability
- Reinforced competence, self-confidence and self-assurance
- Professional identity, recognition and credibility

Enabling CRP development and building capacity and capability to deliver research

- Enhancing staff recruitment and retention in CRP roles. improving workforce supply and security
- Registered CRPs may be able to:
  - extend their capabilities and progress to a higher level role
  - further extend capacity and capability of research delivery teams
  - access specific training courses or development programmes, e.g. NIHR Academy

Planning for a registered CRP workforce

- More employers are requesting that their CRPs become registered or work towards registration
- Including CRPs in future multi professional career pathways and frameworks

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Question - How can CRPs increase their visibility?

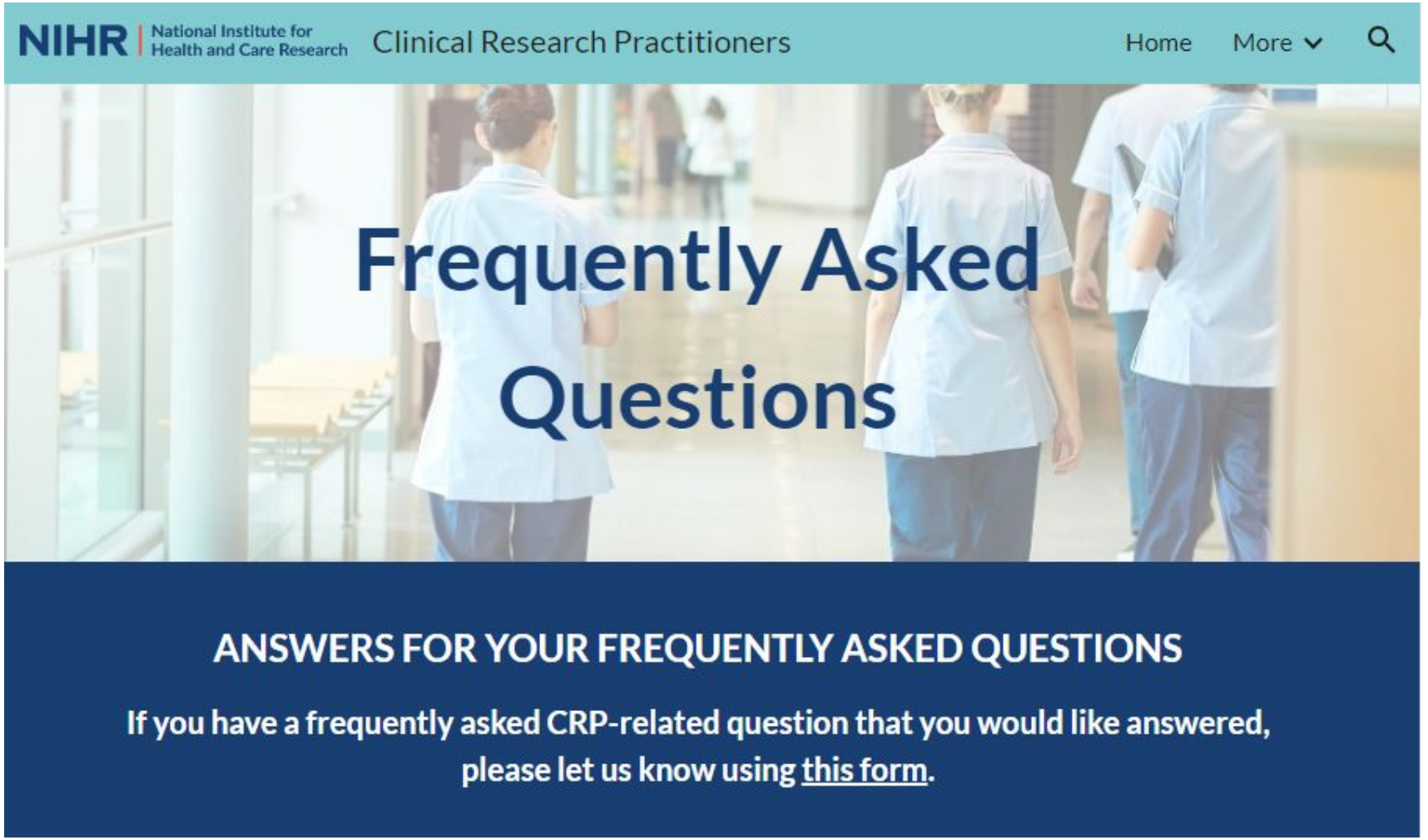
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Raising the profile of CRPs

- CRP Conference 2023
- Presented at UKRD
- CRP Leaders Summit 2024 - hosted by NIHR, delivered in partnership with AHCS, UKRD and R&D Forum
  - **CRP-led Professional Body to be developed**
  - **CRP-led Communications**
  - **Building key relationships across the system**
  - **Multi-agency commitment in place**
  - **Engagement with employers**

CRP Community Site | CRP Directory | CRP Bulletin

Regional CRP Engagement Leads



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Building support for CRPs as a profession

Where we are now

- Growth to CRP Community of Practice to 2250
- 400 (~17%) registered CRPs

Growing the AHCS-registered CRP workforce

- Access to Register via Gateway extended until Jan 2026
- CRP Apprenticeship pathways - standardised education and training for practice development at HE Levels 5 and 6 (graduate-level entry)

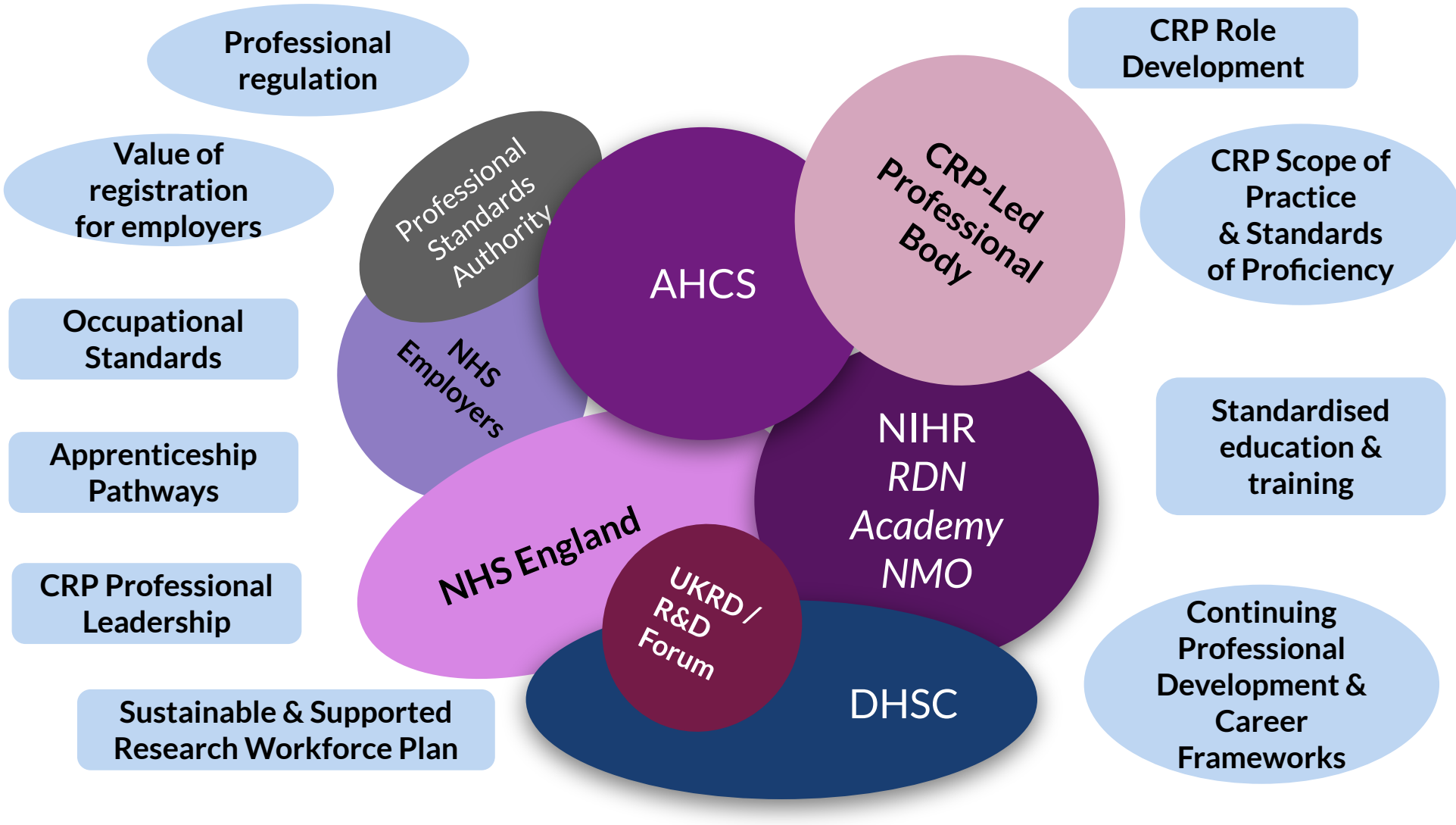
Opportunities for AHCS-registered CRPs

- Access to current NIHR offers
- Including CRPs within multi-professional career pathways
- Including CRPs within future NIHR RDN-led strategy

So what now nationally?

1. A CRP-led Professional Body is a key next step

2. Shaping the future for CRPs requires a multi-agency approach



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So What Now for You?

1. Stay connected
2. Get registered! Resources to support coming soon
3. Participate in future surveys via CRP Directory
4. Keeping momentum going as we transition to RDN
5. What opportunities might be open to you post registration?

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MENTIMETRE

Question - Ideas to stay connected

Furthering your career as a Clinical Research Practitioner



Georgia Melia was one of the first Clinical Research Practitioners in the country to be accepted on the Pre-doctoral Clinical and Practitioner Academic Fellowship Scheme. Find out how this has helped progress her career.

Published: 12 August 2024

Latest case studies

Hospital at home scheme supports older people in the community

Identifying mental illness among new and expectant mums

Hear from NIHR Senior Investigators

Working with industry as part of a Development and Skills Enhancement Award

Equitable Bereavement Care for All - Be Part Of Research campaign

https://www.nihr.ac.uk/case-studies/furthering-your-career-as-a-clinical-research-practitioner/36502

Resources available and coming soon



East Midlands Competency Framework V3
https://crnemwfd.nihr.ac.uk/competency-framework

West of England Competency Framework
Competency Framework

Bulletin Team - Quarterly publication ruth.johns@nihr.ac.uk & rachel.evans@nihr.ac.uk

Training and development resources will be available soon via NIHR Learn soon

- Competency toolkits - GSTT
- E-learning module for CRPs and line managers preparing a portfolio to register with AHCS

Links to shared resources for CRPs & Line Managers

Professional registration for CRPs - where it came from; how it's going; what's next
Some historical context on the approach taken to develop research workforce communities of practice as part of the 2015-2020 NIHR CRN Workforce Development Strategy.

NIHR Insights Podcast - Reflections on developing the professional identity of CRPs

NIHR CRN Integrated Workforce Framework (IWF)

An accessible way of describing roles in the research workforce using a common language and methodology - helpful to identify expertise and level of knowledge and skills, and to determine what development may be beneficial.

AHCS Standards, Rules and Guidance, including Portfolio Templates

CRN East Midlands CRP Development Pathway Resources
Includes competency framework, building reflection skills, guidance & FAQs

North West Research Workforce - CRP Confirmers Site
For line managers confirming applications to join the AHCS Accredited Register for CRPs

CRN NW London CRP Engagement Lead - Q&A video

How to apply video for CRPs

Reflection in practice for a newly registered CRP - video

Schedule for AHCS Monthly Drop In Calls

Thanks for listening

