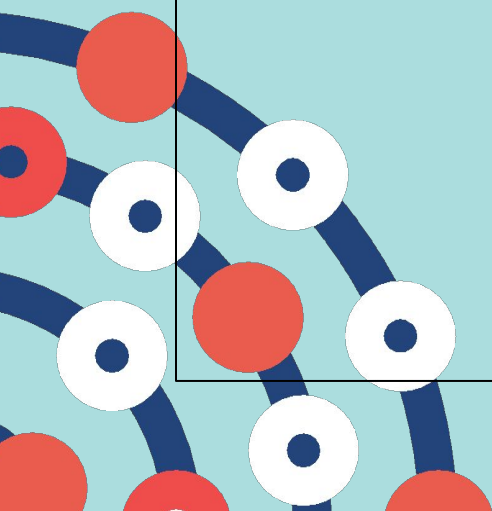
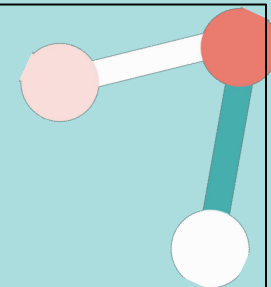


# Clinical Research Practitioners National Update and Future Strategy

Deirdre Brooking

Workforce Development Lead CRN North Thames  
National Strategic Engagement Lead for CRPs

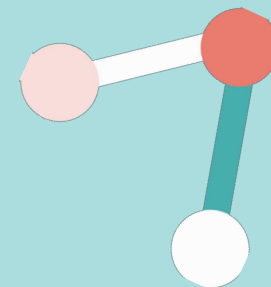
17th Sept 2024



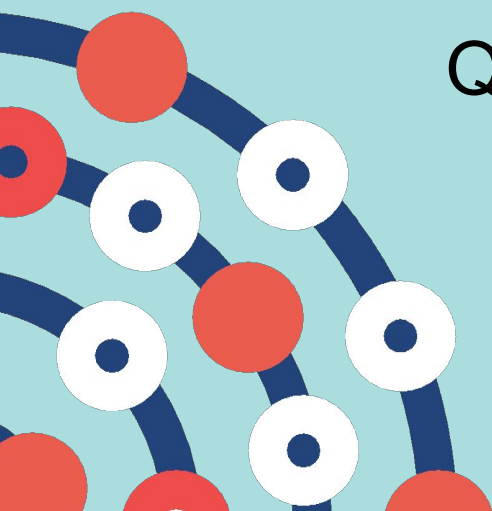
# Connecting



# 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



# 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



# 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

	<b>What is the Issue / Ask?</b>	<b>Who can address this?</b>
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)

# CRP Leaders Strategic Summit Aims and Objectives



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

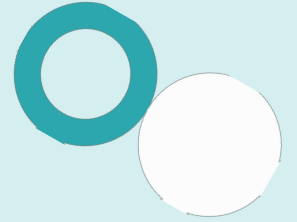
Objectives: CRP Leaders equipped with the necessary knowledge and appreciation of where CRPs sit in the system, the ways they may be seen, and how their profession is evolving.

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.





# 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

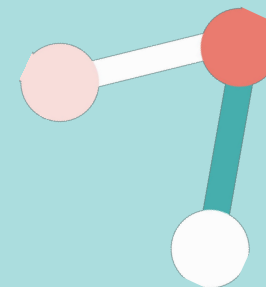
## Enabling CRP development and building capacity and capability to deliver research

- 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

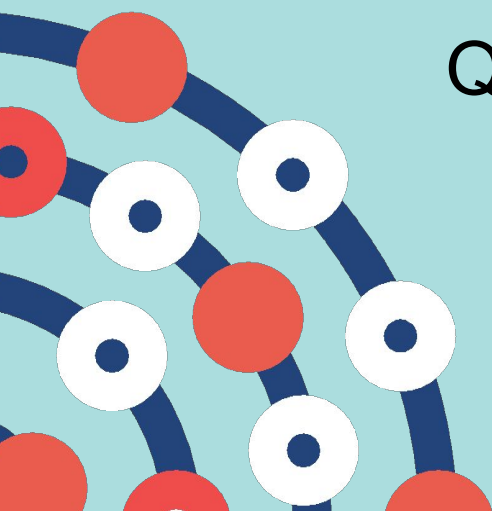
## Planning for a registered CRP workforce

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

# MENTIMETRE

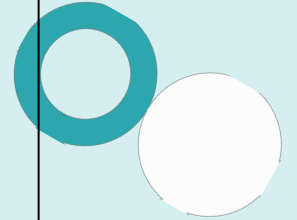


Question - How can CRPs increase their visibility?



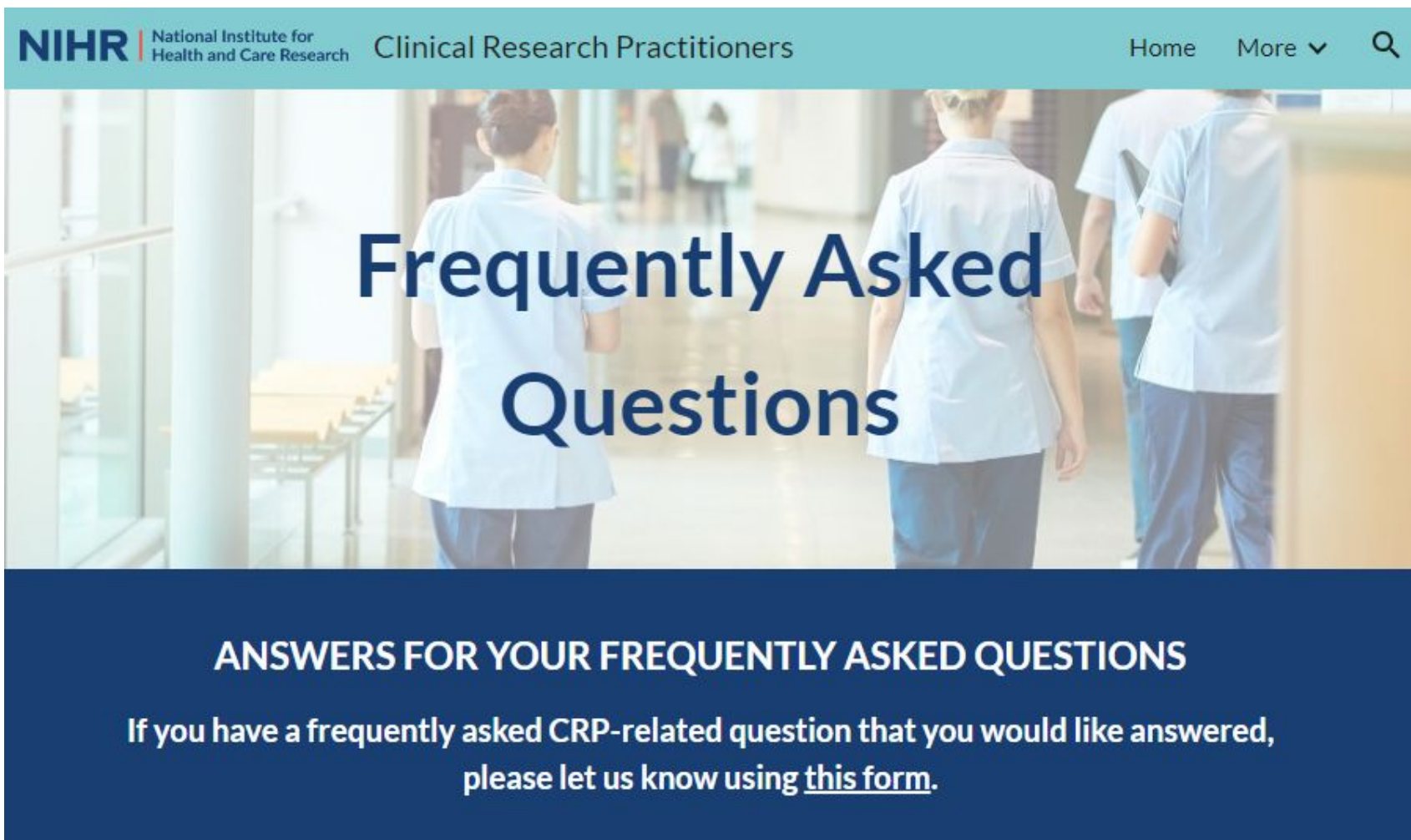
# Raising the profile of CRPs

- 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



The screenshot shows the top of the NIHR Clinical Research Practitioners website. The header includes the NIHR logo, the text 'National Institute for Health and Care Research', and 'Clinical Research Practitioners'. Navigation links for 'Home' and 'More' with a dropdown arrow, and a search icon are also present. The main content area features a large banner with a background image of healthcare professionals in a hospital corridor. The banner text reads 'Frequently Asked Questions' in large blue font, followed by 'ANSWERS FOR YOUR FREQUENTLY ASKED QUESTIONS' in white font on a dark blue background. Below this, a white text box contains the message: 'If you have a frequently asked CRP-related question that you would like answered, please let us know using [this form](#).'

**NIHR** | National Institute for Health and Care Research

Clinical Research Practitioners

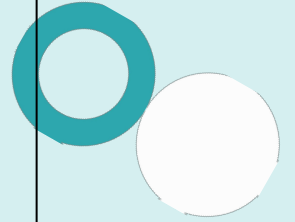
Home More ▾ 🔍

## Frequently Asked Questions

**ANSWERS FOR YOUR FREQUENTLY ASKED QUESTIONS**

If you have a frequently asked CRP-related question that you would like answered, please let us know using [this form](#).

# 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

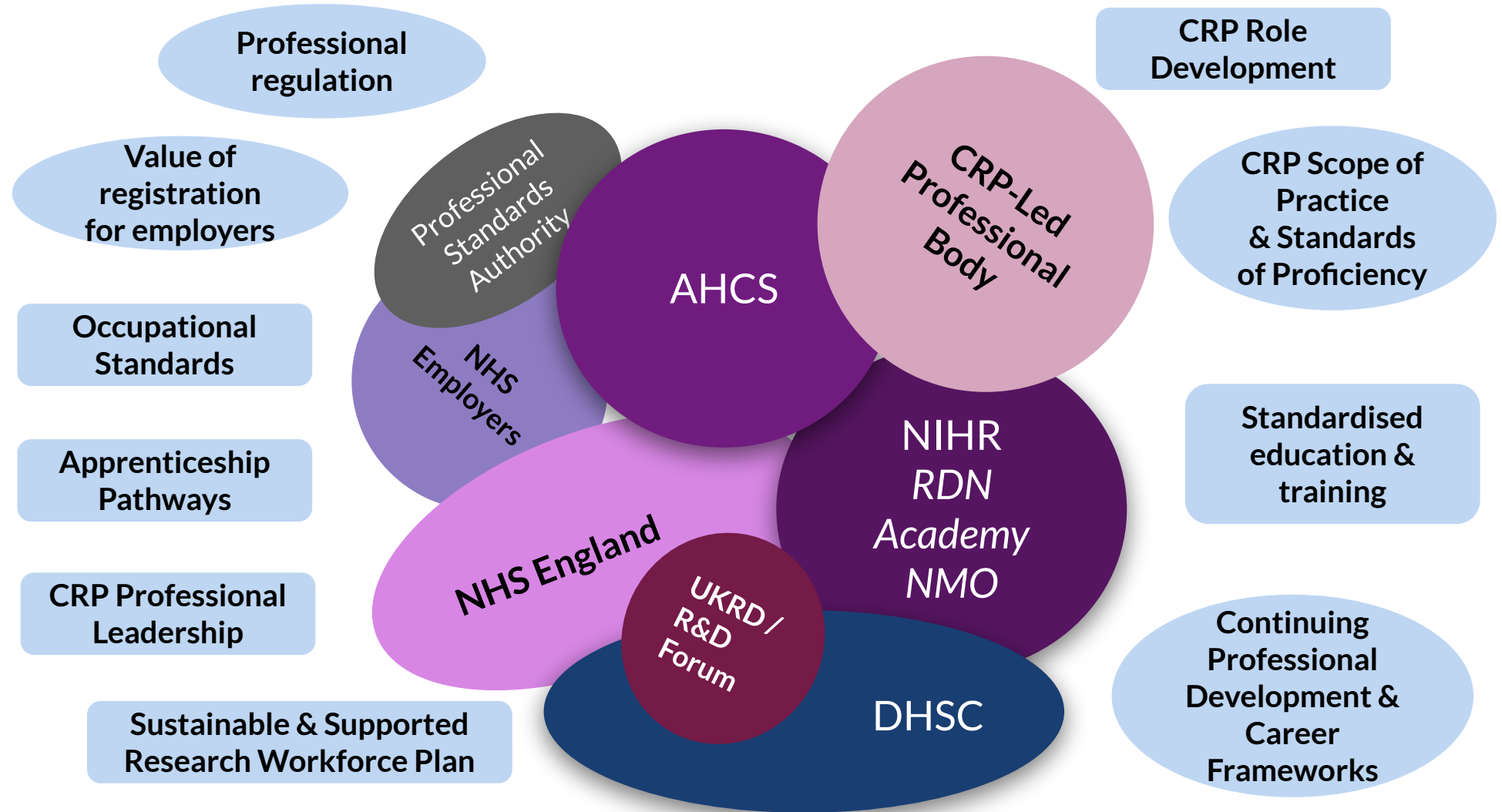
- Access to current NIHR offers
- Including CRPs within multi-professional career pathways
- Including CRPs within future NIHR RDN-led strategy



# So what now nationally?

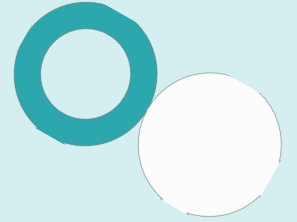
1. A CRP-led Professional Body is a key next step

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





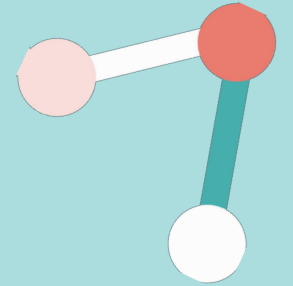
## So What Now for You?



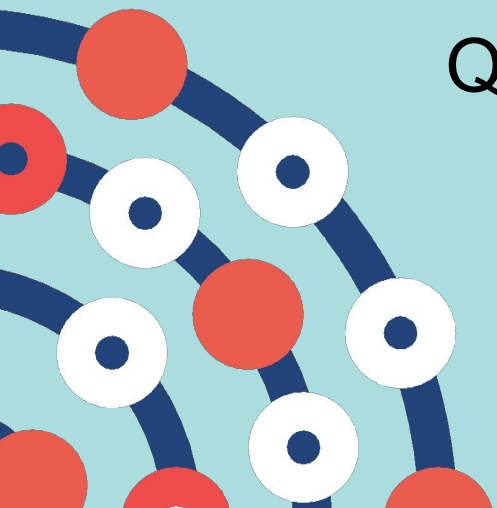
1. Stay connected
2. Get registered! Resources to support coming soon
3. Participate in future surveys via CRP Directory
4. Keeping momentum going as we transition to RDN
5. What opportunities might be open to you post registration?



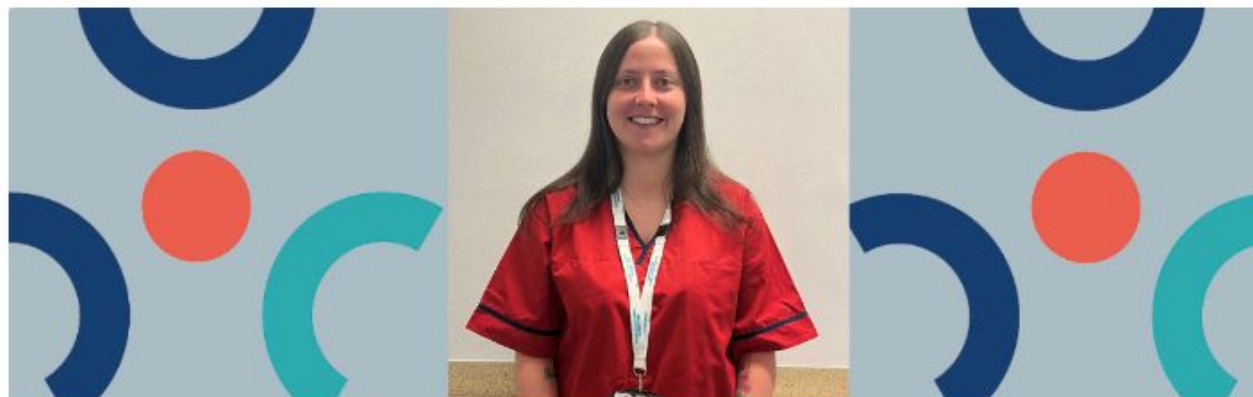
# MENTIMETRE



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](mailto:ruth.johns@nihr.ac.uk) & [rachel.evans@nihr.ac.uk](mailto: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

