

MAHSE Research and Innovation Workshop

Access to Information and Training

Key points raised at workshop

Communication:

- Best way to communicate is through e-mail
 - Summary e-mails with links to further information
 - Ensures all HCSs are targeted
 - Target specific groups with different language
 - Get involvement from different banded staff
 - People are unlikely to log onto a portal to view information
- Need to link with NHS systems
 - Currently there are R&I bulletins
 - Most junior staff feel these aren't targeted at them
 - Ensure communications will not be blocked by NHS firewalls
 - Could access wider audience through NHS e-mail system

Training:

- Create a roadmap so new staff can navigate through what you need to start research
 - Ethics training
 - Free online materials in one place – also informing people where to find them
 - Overcome barrier of 'what is research'
 - Could be broken down through lunchtime roadshows at Trusts
 - Funding applications
 - Workshop writing a dummy bid would be helpful
- Many attendees were aware that there is information available, but they don't know where to start looking so it's overwhelming
 - Also sometimes it's pitched at the wrong level – know your audience!

To take forwards

- Access to example NHS R&I bulletins
- How can we ensure the best link with NHS systems
- Roadmap
 - Ask different bands what they would like to see
 - Band 4 might need more information than higher bands
 - Band 7 might still find it useful to go to one place to find resources
 - Find out where there are gaps in information available
 - Ensure people want this information then fill the gaps
- Bring people from different bands on board to find out how to pitch to different levels

Mentoring

Key points raised at workshop

- Qualities people wanted in a mentor
 - Experience of Research Projects
 - Enough experience to share lessons learnt and highlight potential problems
 - Expand on NWLA programme
 - Include mentors from HEIs and Industry
 - Potential concerns re: ownership of research
 - 'In house' mentor would be easiest for lower bands
- Mentorship terms/guidance would need to be laid out
 - The NWLA has clear guidance on mentorship vs coaching
- Potential concerns re: time taken to mentor – would allowance (backfill?) be made
- Generally mixed meeting mediums were considered acceptable
 - Face to face
 - On line
 - Teleconference

To take forwards

- Better understanding of the NWLA scheme and how we can work with it/fill in other areas
 - Would be good to utilise their experiences of implementing their programme
- Should we set any restrictions on who can be mentored?
 - Need to know what the mentee hopes to get out of the process
 - It is thought that there will be more applicants for mentees than mentors
 - Is this correct?

Secondments and Project Funding

Key points raised at workshop

- Length
 - Full year was thought to be most appropriate
 - It allows for completion of a project
 - Absolute minimum of 6months
 - Block secondments were the only type considered possible
 - Protected time does not exist
- Backfill
 - Longer term secondments easiest for backfill
 - Ensure money is paid directly to lab/department
 - Consider backfill of supervisors where appropriate too
 - Would be a lot of extra work for NHS staff to take on
- Bands to target
 - It was agreed that higher bands (7+) are already engaging in research
 - Most communications about research are aimed at these bands
 - In order to get a culture of research, need to encourage lower bands

- Through current MAHSE links, could aim at PTP graduates (Healthcare Scientist Practitioners – band 5)
- Encourage those with little experience
 - Could use targeted workshops
- Provide stepping stones into research for bright young band 4s
- Subject areas
 - Would be good to encourage research where there currently is little e.g. Cytopathology, Histopathology
- Funding
 - Ensure it is joint decision
 - HEI representation
 - NHS representation

To take forwards

- Get further information on what level of research could be done by what bands
- Ensure there is information on how research and innovation can contribute to workplace
 - Senior executive/lab manager buy in is crucial, particularly for lower bands
- What stepping stones are needed for ‘bright, young band 4s’?
- How can MAHSE utilise links with PTP to target lower bands?
 - Recently graduated vs embedded in the Healthcare Science Practitioner role
 - Could PTP students be targeted while still at University?
 - Final year project – think ‘research’ not ‘academic essay’