



The rise and rise of Health and care Professionals in research: are we ready?

Prof Anne-Maree Keenan OBE

A decorative graphic in the bottom left corner consisting of a circular pattern of colored segments. The segments are arranged in a circle and are colored in a repeating pattern of teal, red, and white.

Associate Director, NIHR Leeds BRC
Chair of Applied Health Research, University of Leeds
Emeritus Associate Dean for Infrastructure, NIHR Academy



We fund or part-fund over 10,000 front-line research delivery staff throughout the NHS

**NIHR funds,
enables and
delivers world-
leading health
and social
care research**



We're funding more than 1,000 active health and social care research projects



More than 2,000 researchers hold our career development awards

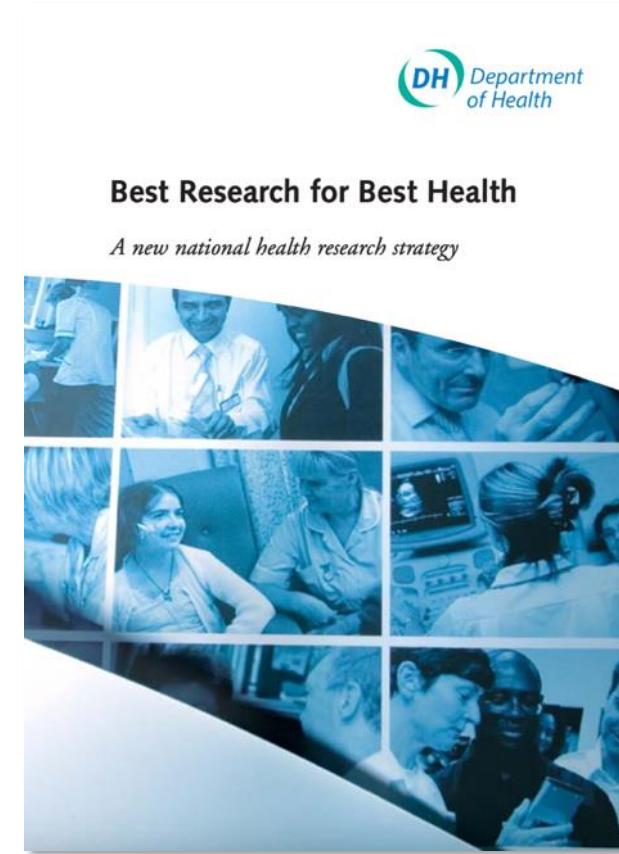


More than a million participants take part in research supported by the NIHR each year

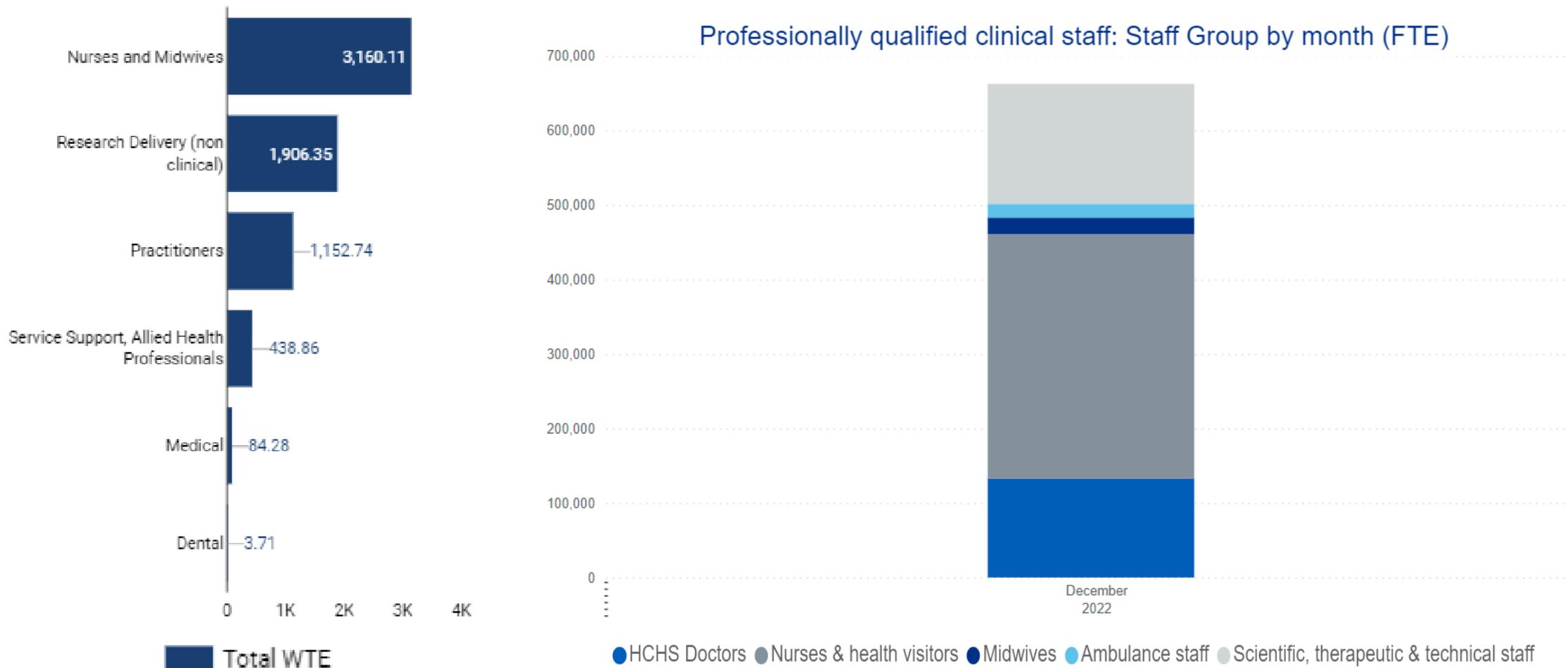
New investment in health and care professionals

“Strengthening careers for research delivery staff and under-represented disciplines and specialisms”

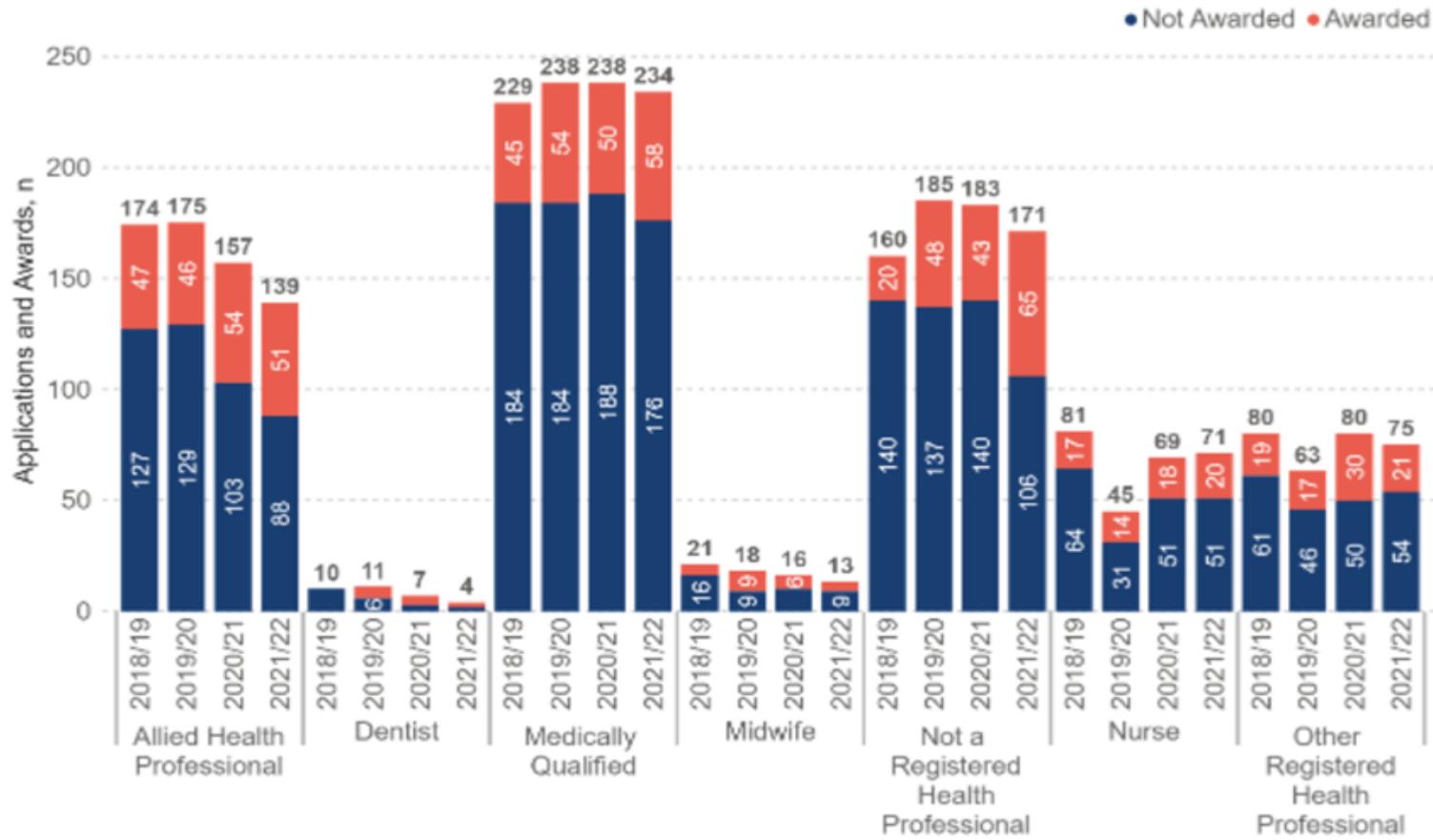
In 2023, NIHR included **new investment of £30mil** ring-fenced for additional investment in HCPs to increase opportunities for diverse and rewarding research careers



HCPs are our largest workforce



Applications to NIHR Academy Programmes



Nursing/Midwifery and AHP Summits

UG/pre-registration

Poor understanding of research and career pathways

Limited intro to career options early in career

Early to Mid Career

Limited opportunities to access multi-professional research communities

Contractual barriers between NHS/HEI transition

Advanced Career

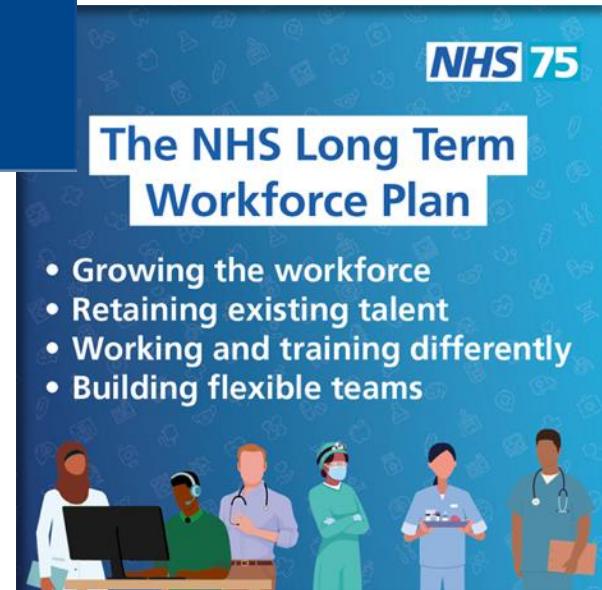
Lack of post doc career pathways
Poor diversity among clinical academic leaders, lack of role models

- * Limited local signposting, access to infrastructure, networking, peer support
- * Lack of recognition and career development for research delivery staff

Benefits to the NHS

A research active NHS...

- a more sustainable NHS and better outcomes for NHS patients
- more effect and efficient delivery of NHS priorities including prevention, early diagnosis and new treatments
- increase staff retention



New Opportunities

New funding to support health and care professionals:

- Tailored, funded internships for those interested in finding out more about research
- Funded masters opportunities for clinical research and research credentialling
- Post-doc support for those within the NHS
- Themed calls for HCPs

NIHR National Institute for Health and Care Research



INSIGHT:
Inspiring students into research scheme
Now open for applications from Institutions

Current themed call

Our current themed call is around prevention.

We are announcing a targeted prevention funding opportunity as part of a co-ordinated response by NIHR to the [DHSC area of interest 1 \(ARI1\)](#): early action to prevent poor health outcomes.

A focus on prevention will enable people to live healthier lives, improve economic growth, and reduce pressure on the NHS.

We want to generate high-quality research evidence into the effectiveness of health and care interventions and services which address the following areas of prevention:
understanding of preventative strategies, early diagnosis and delivery of effective interventions for individuals at increased risk of disease, such as:

- obesity
- cardiovascular disease
- type 2 diabetes
- mental health disorders
- hearing loss
- musculoskeletal disorders
- cancer



NIHR National Institute for Health and Care Research



WEBINAR
New HCP Internships
Introduction

An opportunity for hosts and partner organisations to learn about the new programme for health and care professionals.

 14 January 2025
11:45am - 12:30pm

‘Strategic reports to support HCPs



The image is a screenshot of a website. At the top, there is a dark blue header with the 'NHS Employers' logo on the left and a navigation menu on the right with options: Topics, Networks, Resources, Case studies, and News. Below the header, there is a breadcrumb navigation 'Home / Resources'. Under the 'Resources' section, there is a sub-section 'Guidance'. The main content area features a large title 'Implementing Follett principles for health and care professionals: guidance for HEIs and NHS provider organisations' in a large, dark blue font. Below the title, there is a brief description: 'Guidance on the principles of joint working between HEIs and NHS providers for regulated, registered health & care professional clinical academics.' At the bottom of the page, there is a small text '2 December 2024'.

New Opportunities

HCPs as Role Models in non typical leadership positions



But.....



PREPARED



UNPREPARED



Some reflections.....

IT'S
NOT
FAIR!



Some reflections.....



Some reflections.....



Some lessons learned.....



Fundamentals in handling people

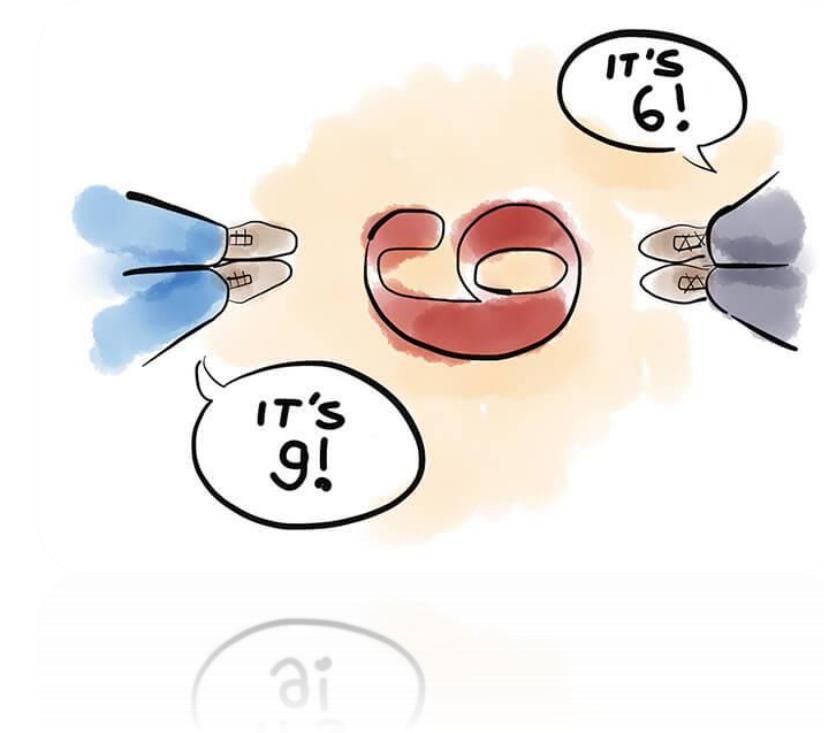
- Who are the people you need to influence?



<https://www.dailykos.com/stories/2017/6/20/1673609/-People-s-Front-of-Judea-skit-for-all-you-Splitters>

Fundamentals in handling people

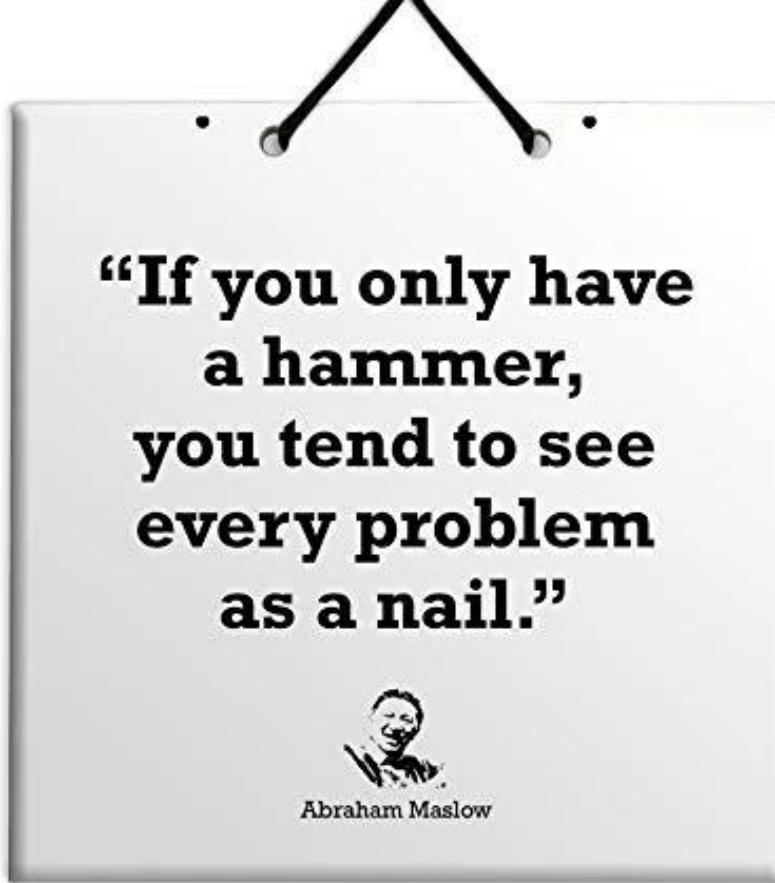
- Understanding other's perspective



<https://www.write-mindedwoman.com/my-pith/6-or-9>

Fundamentals in handling people

- Multi-dimensional



Fundamentals in handling people

- Having difficult conversations



<https://celestialsdc.com/courses/course/managing-difficult-conversations/>

Fundamentals in handling people

- Managing upwards



Fundamentals in handling people

- Be a problem solver



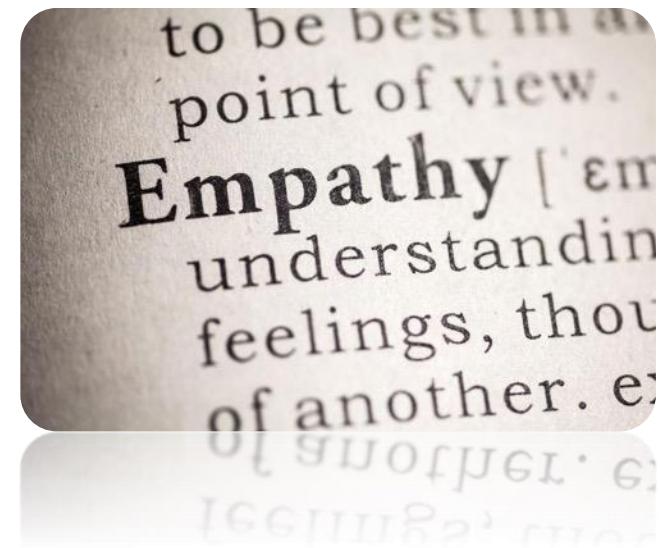
Key skills in communication

- Develop your vocabulary



Key skills in communication

- Don't forget the fundamentals



Key skills in communication

- The importance of listening

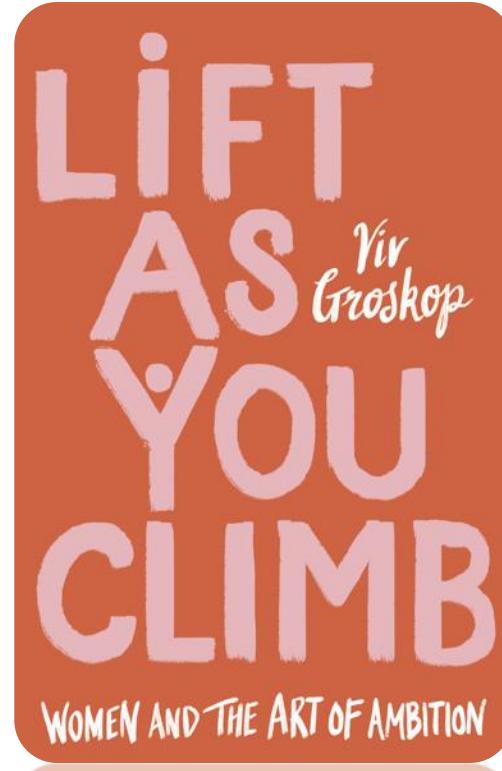


Knowing who you are



Giving others influence

- Celebrating, promoting and supporting others
- Bringing others along



Pitfalls to acknowledge

Impostor Syndrome

“...a psychological phenomenon in which people are unable to internalize their accomplishments. Despite external evidence of their competence, those with the syndrome remain convinced they are frauds and do not deserve the success they have achieved. Proof of success is dismissed as luck, timing, or as a result of deceiving others into thinking they are more intelligent and competent than they believe themselves to be.”

It is common.....

*"I have written eleven books,
but each time I think, 'Uh oh,
they're going to find out now.
I've run a game on everybody,
and they're going to find me out.'"*

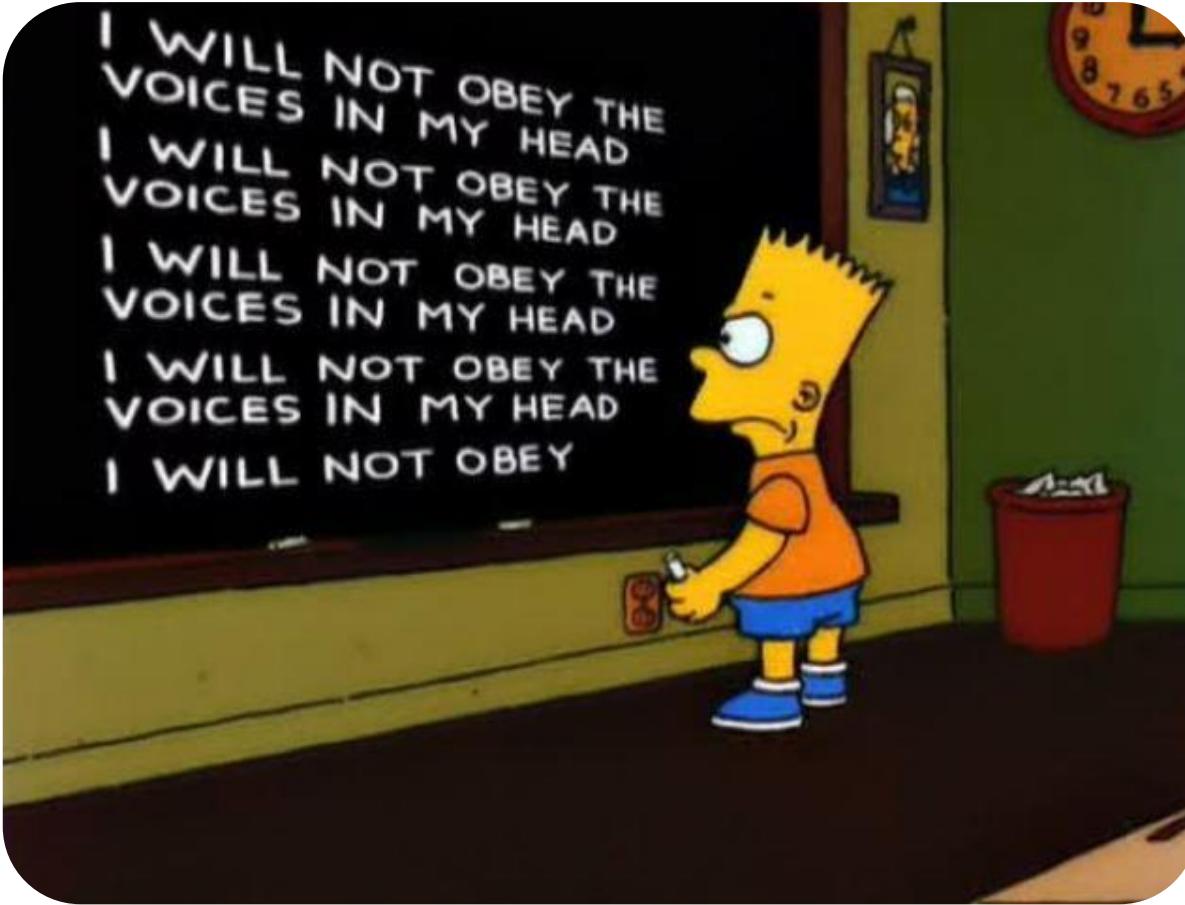
– Maya Angelou

It is common.....

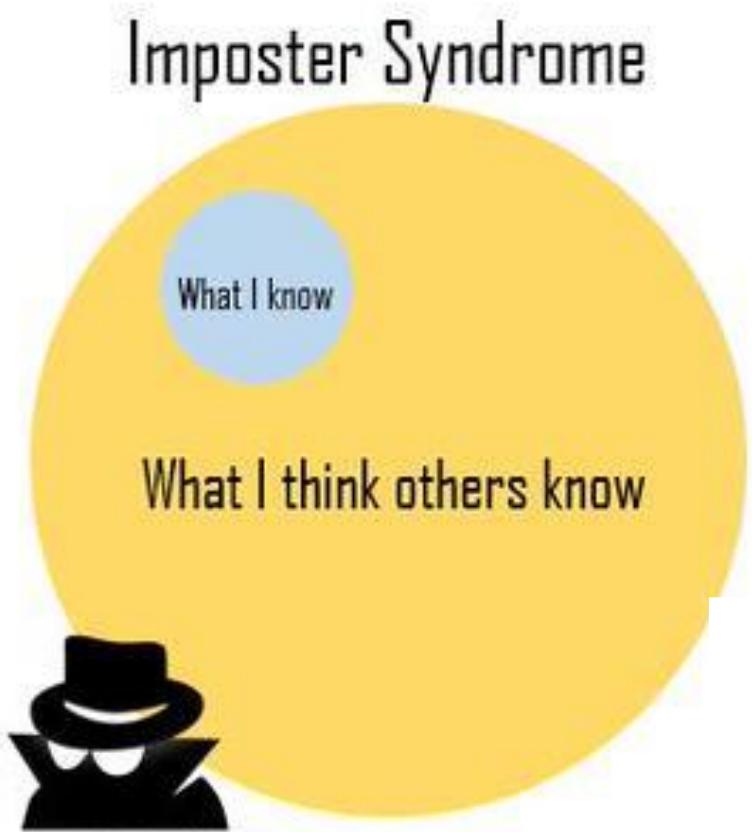


Actual quote
Credit:Loïc Le Tiran
<http://bit.ly/1PNkGaS>
<http://bit.ly/1KzT3yr>
<http://bit.ly/1PNkGaS>
<http://bit.ly/1KzT3yr>

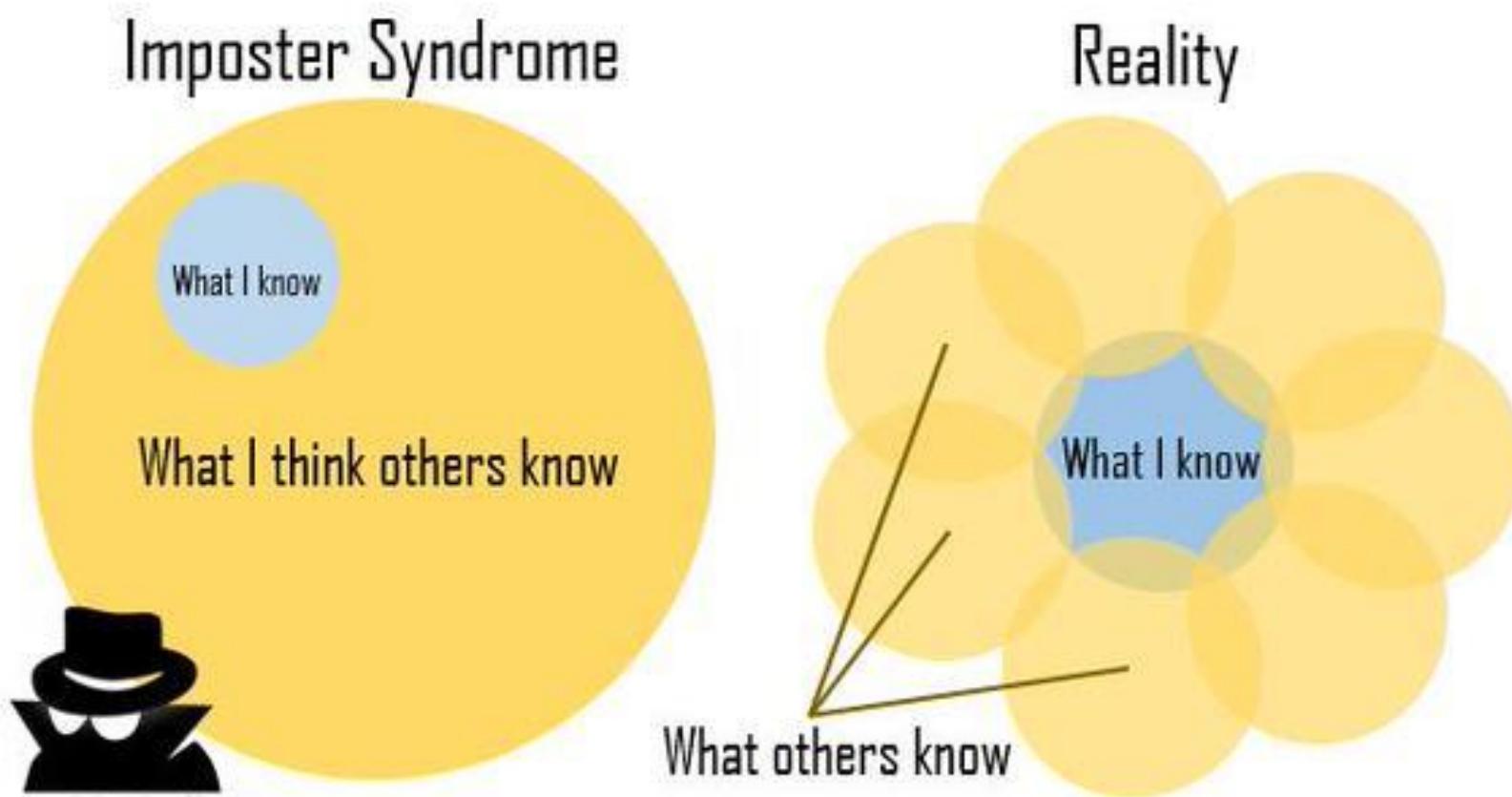
What to do about it



What to do about it



What to do about it



What to do about it

Being
Authentic



[Instagram: @lilothehusky](https://www.instagram.com/lilothehusky/)

Finally....

- As HCPs, we are pushing at an open door
- Knowing our strengths and what we bring is our superpower in the team game of research
- Our greatest barrier is our mindset and our culture: changing the culture is everyone's business



Comments?

