

Our pathway to a successful non-medical research strategy

A cultural shift 5 years on

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The Vision

“To deliver high quality, evidence based care through the translation of our own and others’ research into practice and establish a collaborative Clinical Academic Unit to become the leaders in therapies neuro-musculoskeletal research, attracting and retaining high quality staff.”

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Understanding the culture

- Nov 2013-Feb 2014 Focus groups
 - 140 AHP staff
 - 11 Clinical teams
- Understand the barriers & enablers
- Opportunities and threats
- Ideas
- Level of engagement and interest



Attitudes, Activity, Ideas

ENABLERS

Positive
Motivated
Ripe for Change
Engaged

BARRIERS

Frustration
Overwhelmed
Lack of Opportunity
Inequalities

IDEAS/THREATS

Disjointed
Lack of Collaboration
Issues on Ownership
Where to start?



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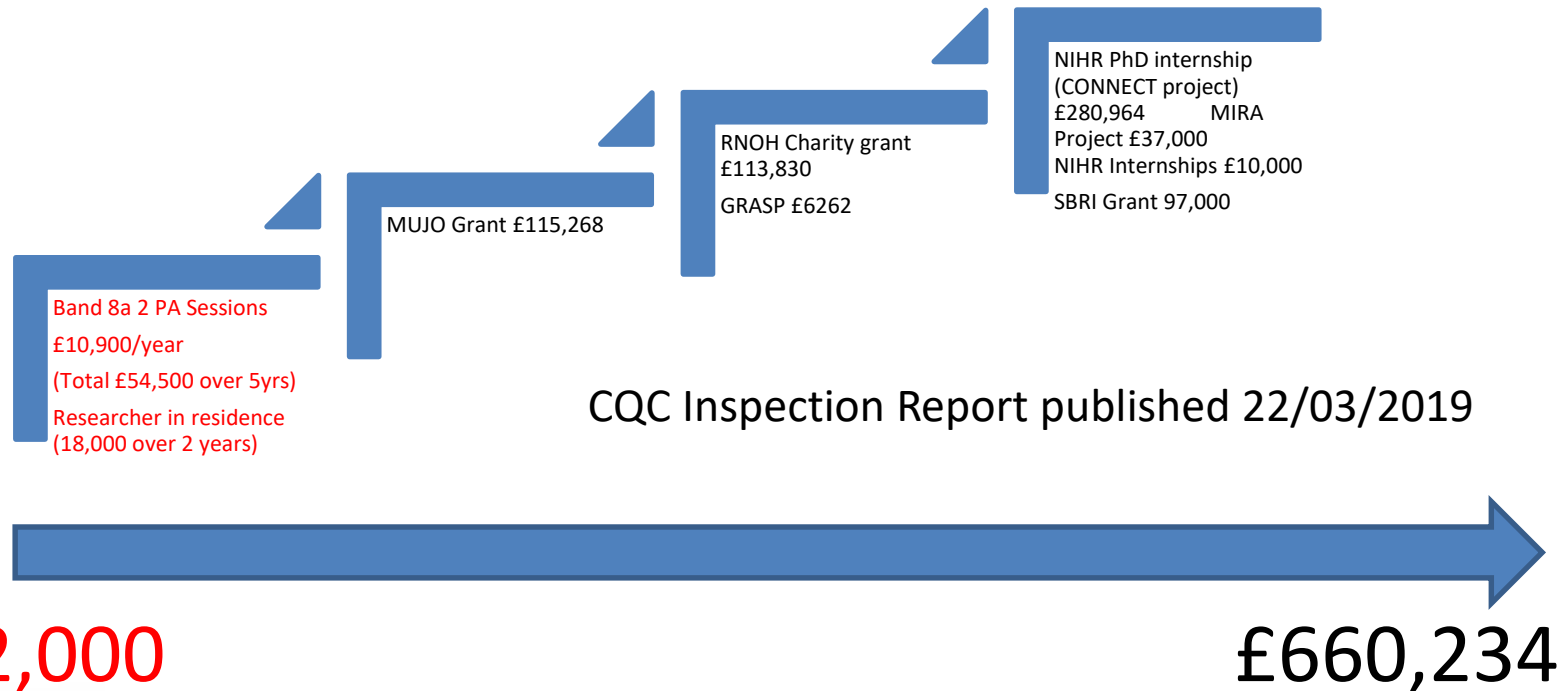
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Implementation

- 2015 – Commercial grant
- Therapies Research Therapist appointed
- Research a key pillar in team objectives
- Training of staff
 - PPI, qualitative methodology, statistics, Ethics
- RNOH Charity grant 2017 (2years)
- R&D Champions identified
- Annual Therapies Research & Audit Forum
- Develop External Collaborations
 - Senior Academic ‘Researcher in residence’(Dr Cairns Uni of Herts)
 - Clinical partnership on grants with Oxford CTU (GRASP trial)
 - Collaboration with UCL – module teaching, student projects
 - Work up NIHR fellowship grant
 - 2 UCL student projects – funding for digitalisation projects with commercial partners

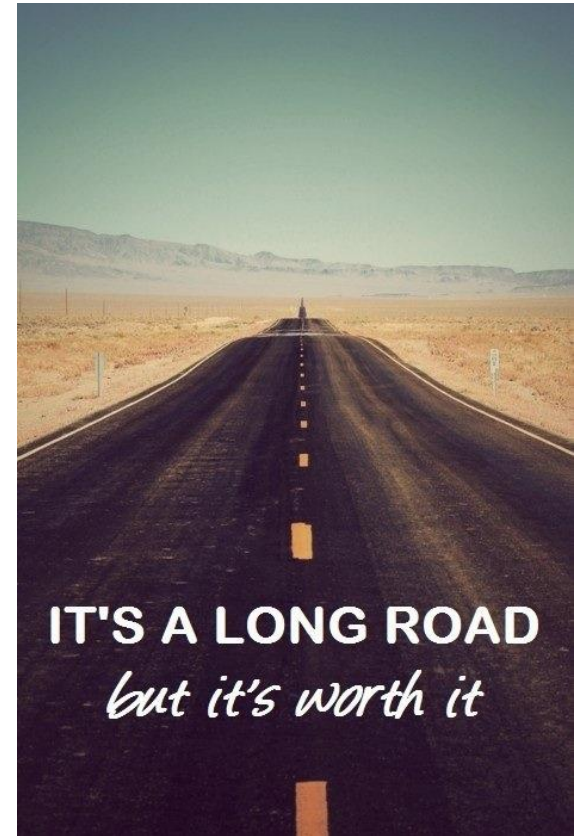
Results

‘The allied health professional (AHP) team had significantly improved research outputs from 2 presentations & publications to over 30 in the space of five years. The team had implemented the National Institute for Health Research (NIHR) clinical academic pathway, which improved governance and structure. The research teams were exploring more integrated use of technology in their services, including remote clinics via digital video software.’



Steps to Success

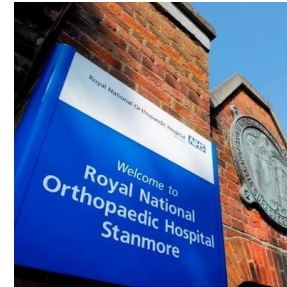
- Strategic prioritisation
 - Leadership
 - Allow creative ‘headspace’
 - Spot the talent
 - Invest in training
- Collaboration
 - Look outwards
- Sustained funding
 - Start small
- Passion, Resilience & Creativity



Acknowledgements



- RNOHT
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