

PSRC Academic Career Development Strategy

1. Academic Career Development Lead: Please provide the name and email of your academic career development lead and the PSRC site at which you are based.

Newcastle PSRC

Dr Niina Kolehmainen - niina.kolehmainen@newcastle.ac.uk

Professor Annette Hand – annette.hand2@nhs.net

2. Governance: Please outline where the academic career development lead's role sits in the PSRC's governance structure.

The training and career development within the Newcastle PSRC is co-led by two Academic Career Development (ACD) Leads with complementary expertise in capacity building across disciplines. They report to the PSRC Director, with focus on progress towards the key objectives set in the original application. The ACD Leads work closely with the theme leads, focusing specifically on early career, across-theme, capacity building.

The ACD Leads are responsible for the design and delivery of the collective career development support for the PhD students, and pre- and postdoctoral fellows; as well as ensuring the quality, and compliance with the NIHR Principles and Obligations, of the overall PSRC academic career support. They will ensure connectivity to the wider NIHR and local training structures.

The ACD Leads execute their responsibility in collaboration with the Newcastle Health Innovation Network (HIN). Its Newcastle Health Innovation Partners' (NHIP) Training Academy provides an umbrella structure for academic support and governance for health and care research careers across HEI, NHS and local authorities.

3. Strategy: Please outline your overall strategy for developing research capacity across the duration of the PSRC award.

Our **mission** is to bring together a dynamic, diverse and growing community of health and care researchers and professionals to collectively grow capacity in patient safety innovation, research and care related to multiple long-term conditions (MLTCs).

Our **scope** will be research career development and capacity building through training, education, sharing and peer-mentorship. Our **delivery** will focus on sustainable, integrated career pathways for future patient safety leaders, from diverse and complementary professional backgrounds.

Our delivery will consist of three main prongs.

First, broad training activities focused specifically to patient safety research, innovation and impact. These will include formal training (Masters, PhDs, courses); short placements, pilot work and translational learning; and cross-sector open-access collaborative learning events. These will be trainee-led, with capacity and leadership being built at every level.

Second, unlocking career opportunities for underrepresented health and care practitioners. We will do this jointly with the NHIP Academy, through its integrated, cross-organisation, multidisciplinary training structure. We will focus on cross-fertilisation across research, NHS, public health, social care, and methodology – and tackle some of the known challenges (e.g., clinical academic contracts for registered health and care professionals) to create connected career pathways in patient safety.

Third, participation in generic training that is opportunistic and responsive. There will be shared training and development needs (e.g., implementation science, translation to system-level impact, behaviour change, health inequalities, data science, and equality and diversity in research) that are pertinent to within the PSRC, but also other aspects of the training and research infrastructure. We will work closely with wider partners to identify training needs and deliver joint training. The benefits will include maximising return for investment, leveraging further opportunities and peer-learning, integrating trainees into a strong network with a growth-mindset culture, and actively facilitating a culture of cross-organisational and cross-disciplinary working around patient safety and MLTCs.

A key **resource** to deliver our strategy is a dedicated appointment of a Clinical Research Fellow in Patient Safety, a post-doctoral clinical academic role that provides a role model and beacon for Newcastle patient safety capacity building.

4. Objectives: Please outline your short and long term objectives for research capacity development and academic career development and how you will achieve these objectives across the PSRC award.

We seek to:

- Build capacity and capability across the career pathway for health and care professionals, in MLTCs patient safety research;
- Expand the diversity of research methods used in MLTCs patient safety research;
- Provide an integrated, open, actively inclusive multidisciplinary research environment with training and career opportunities for ECRs; and
- Build on our strong track record of successful fellowship applications.

Our short-term (1-2yrs) objectives are to:

- Use engagement strategies to offer capacity building opportunities for registered health and care professionals, and methodologists, with focused predoctoral (n=10) and doctoral (n=10) opportunities.
- Build a specific, diverse and multi-professional cohort of patient safety researchers across career stages.
- Explore, and seek to advance, the awareness of NIHR training and career development, including opportunities, and Principles & Obligations, in the multidisciplinary Newcastle PSRC.
- Expand and strengthen our collaborations across health and social care sectors and HEIs (e.g., further project proposals and fellowships, cross-sector learning).

Our longer-term (3-5yrs) objectives are to:

- Successfully, have sustained involvement of at least 3 clinical academics, across professional groups, and a minimum of 8 methodologists in MLTCs patient safety research.
- Develop 2-3 future research leaders (any background) with strong commitment to further career in patient safety, including at least one joint appointment across the NHS/HEIs.
- Establish a diverse workforce of multi-professional academic and clinical researchers to further investigate the safety concerns of all patients with MLTCs

5. Areas of NIHR strategic need: Please give details of any planned activity which supports the NIHR areas of strategic need.

We will **build capacity and capability** and **bring research to underserved regions and communities with major health needs**, by

- (i) drawing in, and by supporting and mentoring, new communities of researchers with emphasis on diverse teams;
- (ii) leveraging our collective connections to reach to populations with the poorest health who are currently underrepresented in research – and encouraging reach beyond local ‘tried and trusted’ sites; and
- (iii) training our members in the use of the NIHR EDI research frameworks while also enabling longer-term relationships with community leaders.

We will **improve the lives of people with MLTCs** by actively directing our members to use the relevant MLTCs frameworks and evidence, to guide their research and impact.

We will **strengthen careers in underrepresented specialisms** by actively offering person-centred career opportunities for registered health and care professionals, and

methodologists; and by building on our track record in supporting leadership development and onward careers across disciplines.

6. Impact: How will you measure the impact of your research capacity development?

Our main impact will be the increased capacity in people, collaborations and training infrastructure within the field of patient safety. These will be measured as the number of PhD thesis submitted and additional staff/fellows/students who engage with research activity aligned to our PSRC – as well as ensuring the students flourish and progress beyond their award period, indicated e.g. through data on next destinations.

Students will be encouraged to engage with local, regional, national and international research networks that will support them, during and after their award, and impact assessed e.g. as their widening research community and new links, collaborations and opportunities.

On completion of their award, further opportunities will be made, where possible, for collaborative working within the PRCS and/or its wider partners. Through our partnerships and collaborations, particularly with the NHIP Academy, students will be supported to explore, and apply for, onward opportunities and/or fellowships. To determine impact in these areas we will monitor next destinations and further awards (submitted/awarded).

7. Collaboration: Please give details of planned collaborative training and research capacity building activities with other parts of NIHR Infrastructure, wider NIHR and other partners (including industry).

Collaboration is key to our strategy (see section 3, above). In addition to activities already outlined, above, we emphasise that, between the NHIP partners, we host Europe's largest concentration of interdisciplinary ageing researchers (>600 staff) and lead several further national centres of excellence not yet mentioned above (e.g. National Institute for Ageing, National Institute for Data, National Policy Research Unit for Behaviour, the Innovation Observatory, and the NIHR School Public Health Research). These all have priority themes relevant to the PSRC and a strong track record of leading ground-breaking health research in patient safety, MLTCs and inequalities. Between them, the PSRC ACD Leads are already embedded across these, and are ideally placed to connect training and capacity building initiatives where relevant to patient safety.

8. Equality, Diversity and Inclusion: Please outline how you will provide equity of access to opportunities and support for creating a positive research culture at the PSRC.

Building capacity in ways that brings research to underrepresented specialism, regions, and communities is central to our entire strategic focus (see section 5, above). Our training-related recruitment, selection, and support adheres to Newcastle University and NIHR principles for fairness, transparency, diversity, and equality. We will actively seek to draw talent from across communities, including those new to research or currently underrepresented, as well as people who currently drop out of academic careers because of their personal circumstances. We work closely with the PSRC and other local EDI leads to access expertise in developing research and a culture that advances equality, diversity and inclusion – and bring training in EDI to our PSRC members.

9. Summary: Please provide a summary of the information above that we could share with other academic career development leads. Please use the headings provided (up to 500 words). *Please note the summary word count is separate to the rest of the Strategy.*

Strategy

We will bring together a dynamic, diverse, growing community of health and care researchers and professionals to collectively build capacity in patient safety innovation, research and care related to multiple long-term conditions (MLTCs). We emphasise sustainable, integrated career pathways for future patient safety research leaders, from diverse and complementary professional backgrounds.

Objectives

- Build capacity and capability across the career pathway for health and care professionals, in MLTCs patient safety research.
- Expand the diversity of research methods used in MLTCs patient safety research.
- Provide an integrated, open, actively inclusive multidisciplinary research environment with training and career opportunities for ECRs.
- Build on our strong track record of successful fellowship applications.

We will achieve these through engagement strategies, funded training opportunities, a cross-career-stages cohort of patient safety researchers, advancement of NIHR-infrastructure wide training opportunities, and expansion and strengthening of collaborations across health and social care sectors and HEIs.

Work in areas of strategic need:

We seek to improve the lives of people with MLTCs. We will build capacity and capability and bring research to underserved regions and communities with major health needs. To achieve this, we will:

- I) support and mentor new communities of researchers with emphasis on diverse teams
- II) leverage our collective connections to reach to populations with the poorest health who are currently underrepresented in research
- III) train our members in the use of the NIHR EDI research frameworks

We will strengthen careers in underrepresented specialisms by actively offering person-centred career opportunities for registered health and care professionals, and methodologists.

Pathways to impact

Our impacts will be increased capacity in people (PhDs, fellows), collaborations and training infrastructure within the field of patient safety. We will ensure that all students can flourish and progress during and beyond their awards, and will encourage students to engage with wider research networks to build their research community and develop further links, collaborations and opportunities. Further opportunities will be made, where possible, for collaborative working within the PRCS and its wider partners – and proactive support provided to enable students and early career staff to explore, and apply for, further opportunities and fellowships.

Collaboration

Collaboration within and beyond the PSRC is central to our strategy. Between our partners, we host Europe's largest concentration of interdisciplinary ageing researchers (>600 staff) and lead national centres of excellence across ageing, data, health behaviour, public health, and horizon scanning. These all have priority themes relevant to the PSRC and a strong track record of leading ground-breaking health research in patient safety, MLTCs and inequalities. We are ideally placed to build on the existing connections across these, and offer collaborative training and capacity building initiatives relevant to patient safety.