



HR Good Practice for Researchers in the NHS

Overview of Day

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Timetable

10.30-11.00	: Introduction and overview
11.00-12.30	: Processes and materials
12.30-13.15	: Lunch
13.15–14.45	: Local Implementation
14.45-15.00	: Coffee
15.00-16.00	: Group discussions
16.00-16.30	: Feedback
16.30	: Close

Aims of Day

- Define the role of UKCRN CLRN in streamlining processes for Honorary Research Contracts (HRCs)
- Discuss liaison between Clinical Research Networks, NHS organisations and Higher Education Institutions (HEIs)
- Describe the principles, processes and resources developed through the Research Passport Pilot
- Describe approaches to local implementation
- Discuss any issues arising within individual CLRN, TCRN or HEIs

Network and Investigator Comments

“..each Trust approached for an honorary contract did their own occupational health check and CRB checks ... wasted time and money and delaying the project, usually months but for the X study, years”

TCRN Manager

Network and Investigator Comments

*“There is a pressing need for a single approach to be taken
...hopefully the recent announcement on the Research
Passport will influence Boards to follow it”*

*“There is an inconsistency of approach by Trusts within the
networks – there is not a single system used by all Trusts,
so each one has to be dealt with separately and there is no
predictability about the type of documentation or level of
detail required”*

TCRN Managers

Network and Investigator Comments

“In Greater Manchester we have the research passport ... which makes life infinitely easier . I don't know that X trial would be feasible without it”

“We have had some problems on the X trial due to HRCs ... each Trust goes through it's own checks adding substantial delays”

Chief Investigators of large multicentre trials

Strategic Aim

Best Research for Best Health

Implementation Plan 4.1d

- To improve the research environment by making it quicker and easier to begin agreed studies, by harmonising and simplifying the process of issuing or recognising honorary research contracts.

Best Research for Best Health

Implementation Plan 4.1d

- The mechanism for non-NHS staff to obtain an HRC when the research they propose to carry out is undertaken alongside NHS care.
- The document provided by NHS R&D offices and NIHR networks to be completed by researchers and their substantive Higher Education Institution (HEI) employer.
- Lists the pre-engagement checks the employer has carried out.
- Provides assurances from the employer about the researcher.
- On completion, is taken to other NHS organisations, removing the need for duplicate checks.
- Potential for minimising duplication, reducing delay and removing inconsistencies in the application process.
- Using the same principles, the UKCRN will also streamline arrangements for NHS staff involved in research away from their employing organisation.

Progress to Date

- Successful Research Passport Pilot based on processes developed in the North West
- Processes and resources developed and published to support local implementation (NHS and non-NHS staff)
- Wide support from key stakeholder organisations representing the NHS and HEIs
- A vehicle for delivery through UKCRN CC, CLRN and TCRNs
- CLRN Membership agreements will help with buy-in

Progress to Date - Establishing the Comprehensive Clinical Research Network

- 100% of CLRN boundaries agreed
- 100% of host organisations agreed
- 21/25 of Senior Managers
- 21/25 of Lead RM & G Managers
- 17/25 Host organisation agreements
- Membership agreements

Role of UKCRN CC

- Overall responsibility for implementation of streamlined arrangements for HRCs across UK
- Initial and ongoing training for staff in Clinical Research Networks with responsibility for local implementation
- Organisational level buy-in through host and membership agreements
- Ongoing support to staff in Clinical Research Networks and Devolved Administrations
- Review of progress across the Comprehensive Clinical Research Network and Devolved Administrations

Role of CLRNs

- To help implement streamlined arrangements for HRCs
- Not all starting from same place
- Different mixes of NHS organisations and HEIs
- Support required from UKCRN CC will differ

Role of CLRNs

- To map the level of usage and understanding of the Research Passport
- To understand the way in which the Research Passport was developed and operates
- To understand how the HR principles within the Research Passport can be extended to staff from the NHS, as well as non-NHS staff
- Initiate dialogue with partner NHS organisations through R & D and/or HR Departments
- Educate staff across CLRNs, TCRNs and HEIs

Role of CLRNs

- To work with TCRNs and assess the extent to which HRCs are a barrier locally
- Initiate discussions with HEIs through Research Offices and HR as appropriate
- Develop strategies for local implementation drawing on experience gained through the Research Passport Pilot
- Implement an agreed local plan.



Any questions?



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