

Health Education England (HEE) Research and Innovation Strategy Stakeholder Response Form

Thank you for taking the time to review HEE's draft Research and Innovation Strategy. This response form asks a series of questions and includes free text fields to enable you to provide detailed feedback. Please note that there are maximum word counts for some questions to ensure focussed responses and to enable us to process feedback effectively.

Name	Ms Sarah May Deputy Chief Executive
Organisation	Institute of Biomedical Science (IBMS)

Part A: Aims

Do you agree with the aims of the strategy?

Yes

No

Partially

Do you have any comments on the aims of the strategy? (200 words max)

The aims would benefit from emphasis on the inclusion of the whole workforce, not just those specifically working in healthcare research, innovation and quality improvement. Those working in service delivery are the very individuals who can be most sensitive to opportunities for service improvement.

Part B: Objectives

Objective One: Establish a system wide coherence to education and training which will facilitate and sustain the organisational and cultural changes required to embed research and innovation.

Is this objective appropriate and relevant?

Yes

No

partially

Do you agree with what HEE plans to do to achieve this objective?

Yes

No

partially

Do you have any additional comments about objective one? (200 words max)

The objective and its plans for achievement are welcomed. From the biomedical science perspective, pathology underpins and contributes to 70-80% of diagnoses and is a service that, if used optimally, has the potential to achieve significant savings 'down stream' in the patient care pathways and add positive benefit to patient care. The undergraduate programmes leading to biomedical scientist registration are not centrally funded and regional funding that had been used for the clinical placement element has now been withdrawn in most regions. This has the potential to compromise the opportunity for the development of research and innovation skills and could impede the delivery of the strategy in respect of pathology.

Objective Two: Ensure that the evidence on best practice for training in research and innovation informs and influences the delivery of effective education and training within the healthcare system.

Is this objective appropriate and relevant?

Yes ✓

No

partially

Do you agree with what HEE plans to do to achieve this objective?

Yes ✓

No

partially

Do you have any additional comments about objective two? (200 words max)

The IBMS has a key role in leading and supporting developments in pre-registration education curricula leading to statutory registration as a biomedical scientist. We would regard it as essential to be involved in work to ensure undergraduate biomedical science and healthcare science programmes leading to HCPC registration are sufficiently strong in their incorporation of research and innovation. It is essential to ensure that education and practice are informed by research and innovation and that future research capacity and culture are supported by workforce planning decisions.

Objective Three: Undertake the development of a transparent and integrated multi-professional clinical academic career framework for patient benefit.

Is this objective appropriate and relevant?

Yes ✓

No

partially

Do you agree with what HEE plans to do to achieve this objective?

Yes

No

partially

Do you have any additional comments about objective three? (200 words max)

The IBMS supports the development of a multi-professional clinical academic framework, focused on patient benefit. For this to achieve the objective it is essential that there is equality of opportunity for all professions and individual members of the workforce to access the full range of clinical academic opportunities.

We do however have concerns about the equality of access for biomedical scientists and other staff in pathology. The reconfiguration plans that are currently being implemented in pathology in most regions are primarily to create greater efficiency savings by economy of scale and workforce reprofiling. It is important that creating the capacity for research activity, including future research leaders, is factored into workforce planning processes otherwise there is a real risk that this objective will not be achieved.

Objective Four: Establish a HEE Research Evidence Hub which will undertake an intelligence gathering, horizon scanning and evaluation function to ensure investment in future education and training is evidence informed.

Is this objective appropriate and relevant?

Yes

No

partially

Do you agree with what HEE plans to do to achieve this objective?

Yes

No

partially

Do you have any additional comments about objective four? (200 words max)

The IBMS feels the creation of a Research Evidence Hub is a sensible direction of travel but, while appreciating that this is still at an early stage, feels that greater clarity around remit and purpose of the Hub is required and in particular how it will engage with UK-wide, European and international partners.

More detail on how HEE will determine the priorities of the hub and evaluate its success in achieving its objectives would be helpful.

Part C: Implementation

What do you consider the top three challenges for implementation? (50 words max per challenge)

Challenge 1	Changing the general workforce perception of what is meant by 'research and innovation' to enable the understanding across all grades and professions that it is an integral element of service delivery necessary to bring about change and improvement and is not something 'remote' undertaken only by 'researchers'.
Challenge 2	Ensuring that the involvement of a diversity of providers of healthcare services are aware of the strategy and their obligation in terms of delivery and that measures are in place to evaluate success in achievement.
Challenge 3	Achieving a fully inclusive approach to delivering meaningful change when staff and organisations have very different priorities and pressures.

What are the top three considerations to ensure successful implementation? (50 words max per consideration)

Consideration 1	Identifying effective means of introducing and educating the existing workforce that they are part of delivering this change and that research and innovation need to be integrated within all roles and services.
Consideration 2	With the increasing transfer of pathology services to the private sector it is essential that service commissioning and contracts include the requirement for the capacity for research engagement and activity as part of the commitment to workforce development, service delivery and patient care.
Consideration 3	Identifying a co-ordinated approach to defining, using and evaluating activities to deliver the strategy that takes into account the changing workforces patterns, plurality of providers, changing education systems, financial pressures & constraints and changing patient needs.

Part D: additional comments

Are there any additional comments you would like to make? If so, please add them below.

The Institute of Biomedical Science (IBMS) is the professional body for biomedical scientists working in the United Kingdom. It represents approximately 20,000 members employed mainly in the NHS, blood, and health protection agency services in the UK, private laboratories, research, industry and higher education. The majority of its members are regulated by statute by the Health Professions Council under the protected title of Biomedical Scientist.

We welcome the publication of this strategy and the opportunity to respond. It is our opinion

that biomedical science contributes significantly to the quality and outcomes of patient diagnosis, care and management and has the potential to offer more should the environment and opportunity be created. The Institute is keen that the aims of this strategy are realised and the objectives met and would be pleased to work with HEE and its delegated agencies to support its delivery.

Thank you for your feedback. Please return your completed form to HEE.RI@nhs.net by 5pm on 13 June 2014.