

THREE YEAR STRATEGIC PLAN (July 2008-June 2011)

Multi-professional Evidence-based Practice and Research Group University Hospital of South Manchester NHS Foundation Trust

This document outlines a framework for increasing research capacity, critical thinking skills and evidence-based practice (EBP) among multi-professional staff (nurses, midwives and allied health professionals) at University Hospital of South Manchester NHS Foundation Trust. It has been developed by Professor Christi Deaton and Dr. Stephanie Tierney, with input from the nurse and AHP consultants, and will be reviewed by the Trust's Multi-Professional Evidence-based Practice and Research Group (MERG).

The plan includes a research focus on patient experiences. Multi-professional staff are well placed to solicit individuals' views of hospital care because of their close and prolonged interaction with patients. Information collected on patient experiences can be combined with other data to inform service development, and to improve communication and self-management. It also enables the views of patients and carers to be given a voice within the Trust.

Mission statement

The mission of MERG is to improve quality of care to patients and their families through the sustained facilitation of critical thinking, evidence-based practice, and trustwide research by nurses, midwives and allied health professionals.

Members of MERG

- Professor Christi Deaton (Chair of Nursing and of the MERG)
 - Dr Stephanie Tierney (Research Fellow)
 - Jane Gooch (Assoc Chief Nurse for Education)
 - Dr Andrew Maines (Head of Research and Development)
 - Nurse Lead for Divisions (rotating position)
 - Michael Connolly (Nurse Consultant, Palliative Care)
 - Mary Dodd (AHP Consultant, Cystic Fibrosis)
 - Jane Grimshaw (Nurse Consultant, Accident and Emergency)
 - Tarnya Hulme (Nurse Consultant, Urology)
 - Dr. Steve Williams (Pharmacist)
 - Cathy Pettifer (Therapist)
 - Stephen Woods (librarian)
-
- Ex officio: Mandy Bailey (Chief Nurse)

General Aims

1. Create a culture of inquiry, critical thinking, and receptivity to change among nurses, midwives and AHPs.
2. Increase research capacity among multi-professional staff.
3. Provide care to patients and families that is consistent with best available evidence.
4. Develop a programme of multi-professional research with a particular emphasis on patient and family experiences.

Strategic Plan 2008 – 2011

Strategy	Actions	Time Frame	Effects/Outputs
<p>Strengthen infrastructure for EBP and research</p>	<p>Appointment Dr. S Tierney</p> <p>Continuation of monthly Research Action Learning Set (RALS) with nurse and AHP consultants</p> <p>Resume bimonthly Multi-professional Evidence-based Practice and Research Group (MERG) meetings (formerly NMRD)</p> <p>Establish quarterly meetings with Division Leads for Nursing, and Lead for Support Services</p> <p>Appointment of additional nurse and/or AHP consultants</p> <p>MERG Webpages on R & D website</p> <p>EBP ‘champions’ within each division</p> <p>Library of books and papers on EBP, change, and other topics for staff use</p>	<p>Begin July 2008</p> <p>Ongoing</p> <p>Begin Sep 2008</p> <p>Begin Sep 2008</p> <p>By Autumn 2008</p> <p>By Autumn 2009</p> <p>By Autumn 2010</p>	<p>Increased and stable base for research and EBP activity.</p> <p>Improved communication and collaboration within Trust related to research strategy and implications for practice.</p>
<p>Provide education and action learning for facilitation of critical thinking, research skills, EBP and change management</p>	<p>Using Evidence to Improve Practice (audit) workshop</p> <p>Follow-up to June workshop with mentoring</p> <p>Appraising and Presenting Research (journal club) workshop</p> <p>Establish journal clubs</p>	<p>June 2008</p> <p>4 Sep 2008</p> <p>2008/2009</p> <p>by 2009</p> <p>2008/2009</p>	<p>A core group of practitioners will be trained to promote the use of evidence within their Division.</p> <p>Use of evidence to support practice</p>

	<p>within divisions</p> <p>Presentations from outside speakers about their research and its implications for practice</p> <p>Other workshops and classes TBD by MERG</p> <p>2-3 staff to undertake formal training through MRes</p> <p>Literature searching skills via library staff</p> <p>Develop forum for staff collaboration and action learning in audit and EBP</p>	<p>2008 – 2011</p> <p>by 2011</p> <p>Ongoing</p> <p>2009</p>	<p>will start to become an accepted part of practitioners' role, rather than seen as an 'add on'.</p> <p>Practitioners will become more confident about accessing and reading research, and using it to inform their practice.</p>
Obtain external funding for multi-professional research studies	<p>Study of mentored support for EBP - grant to be submitted to Burdette Trust</p> <p>Apply for funding for a study to be conducted by the nurse and AHP consultants</p> <p>Apply for funding for other staff members' research</p>	<p>Submitted 2008/2009</p> <p>Submitted 2008/2009</p> <p>By 2011</p>	<p>Evaluation of effect of mentored support for EBP (staff and patient outcomes)</p> <p>Rigorous studies, relevant to the Trust, conducted by senior members of staff</p>
Develop research skills and ideas for programme of research incorporating patient experiences	<p>Programme of presentations of research that focused on patient experiences</p> <p>Obtain external funding for nurse and AHP consultant research projects</p> <p>Establish account to fund pilot projects and small studies</p> <p>Short-term secondment of staff to work on research</p>	<p>2008/2009</p> <p>By 2010</p> <p>By 2009</p> <p>2008 – 2011</p>	<p>A group of practitioners will be involved in the production and dissemination of studies, helping to close the gap between research and practice.</p>

	projects (CLAHRC, CF and CFRD, Diabetes, Heart disease, etc.)		
Work collaboratively with Prof of Nursing at CMMC: Kinta Beaver	Plan collaborative projects and workshops	By Autumn 2008	Increase social network for staff to learn from each other and collaborate in EBP activities
Publicise and promote research and EBP activities of staff to Trust leaders, NHS, and wider clinical community (national and international)	Produce papers based on research conducted at the Trust and involving nurses and AHPs	Ongoing	2 – 3 papers per year in peer-reviewed journals
	Present data from projects conducted at the Trust, involving nurses and AHPs	Ongoing	3 – 4 abstracts and 2 – 3 presentations per year per year to regional, national or international conferences
	Written reports to Chief Nurse and Division Leads for Nursing	Ongoing	1 – 2 reports per year
	Webpages to showcase MP staff research and EBP activities	2009 – 2011	
	Support/classes for writing abstracts, papers, grants, and developing presentations of change projects, clinical improvement projects and research	2010	1 – 2 grants per year to external funding agencies
	Conference to celebrate/showcase research and EBP activities within Trust	2008 - 2011	Staff contribution to Trust's NIHR portfolio by 2011
	Develop links with Trus-Tech to develop staff innovative ideas		