

JOB DESCRIPTION

1. JOB DETAILS

Job Title: Senior Research Fellow (Health Services Research)

Reports to: Professor Rebecca Lawton

Accountable to: Professor Rebecca Lawton

Grade: Band 7

Unit/Department: NIHR Yorkshire and Humber Patient Safety Research Collaboration, Bradford Institute for Health Research.

Location: Bradford Royal Infirmary

Hours: Full time (37.5 hours a week) from May 2024 until March 2028.

2. JOB PURPOSE

This Senior Research Fellow post is available within the new and prestigious National Institute for Health and Care Research (NIHR) Yorkshire and Humber Patient Safety Research Collaboration (PSRC). The PSRC is a partnership between Bradford Teaching Hospitals NHS Foundation Trust and the University of Leeds, working with academics from the Universities of Bradford, Nottingham and Oxford. The PSRC aims to deliver research to make care safer and will conduct research in four main areas. The successful candidate will work in the '**Decluttering (safely) for safety**' theme outlined below.

Decluttering (safely) for safety: To reduce risk in healthcare systems, interventions, medicines and technical fixes are usually added e.g. through new procedures, risk assessments, training, polypharmacy, and alerts and prompts in electronic health records. The addition of new interventions has largely gone unchecked; many now argue healthcare systems have become overly constrained without clear evidence of benefit, to the extent that they increasingly get in the way of everyday patient care and can cause staff fatigue and burnout. This theme will conduct research into how to reduce the burden to patients, staff and services of i) safety practices ii) medicines and iii) computerised alerts, without harming patients.

A key focus of this theme will be enhancing the existing evidence base pertaining to de-implementation within patient safety (removing, replacing, reducing or restricting safety practices). This evidence will be used to de-implement some healthcare practices, and develop theoretical frameworks for de-implementation and enhance the methods that support the evaluation of de-implementation interventions. The theme comprises three sub-themes which are described in more detail below:

- **Reducing low-value safety practices**

This sub-theme will encompass several studies including a scoping exercise of current practice in double-checking medicines, a study using co-design methods to develop a prototype intervention for de-implementing double-checking and observing double-checking practice across multiple UK hospital sites.

- **Reducing problematic pharmacy**
The research conducted as part of this sub-theme will include exploring inequalities in high-risk prescribing and adapting a co-designed deprescribing intervention targeting older people living with frailty in their own homes.
- **Rationalising clinical decision support systems**
This sub-theme aims to produce a practical framework and set of principles for the re-design or de-commissioning of Clinical Decision Support Systems (CDSSs) for patient safety. This will be achieved through carrying out a theory-guided systematic review of studies evaluating CDSSs for patient safety and other research activities.

You can find out more about the NIHR YHPSRC and research theme here:
https://yhpstrc.org/psrc_themes

We are a friendly, multi-disciplinary team, with expertise including behavioural science, social research, health services research, safety science, digital patient safety solutions, health informatics, intervention development and evaluation. You will take a leading role in the delivery of a portfolio of projects within **De-cluttering (safely) for safety** PSRC theme, along with collaborating across themes and with patients, members of the public, NHS staff and other stakeholders, including NIHR research organisations and industry partners. Across all themes and projects, critical to the role will be engaging with patients, clinicians and other stakeholders to optimise study design, data collection, and the impact of your findings. There will be a cross-theme focus on inequalities in safety and all Senior Research Fellows will come together to support this research agenda. All researchers are expected to actively engage with PSRC operations, and our vibrant research culture and will benefit from the opportunity for career development as part of our research capacity development programme. Post-holders will also be eligible to become NIHR Academy members and have access to additional training and development opportunities.

The Patient Safety Research Collaboration is hosted within the Yorkshire Quality and Safety Research Group (YQSR) which hosts many externally funded patient safety research projects. This means that within your role you will have the opportunity to collaborate with and be a part of a large, multi-disciplinary team.

We are committed to equality, diversity and inclusion in our research team, processes and research priorities and are always seeking to review and improve this. We actively encourage applicants from a broad range of backgrounds. We will support your career development and mentoring will be available to all. We have strong links with universities and research centres nationally and internationally and there will be opportunities for secondments, training and conferences at and with these broader networks. Previous post holders have gone on to more senior positions in research, education and policy.

Our vision for the new PSRC is to co-produce, implement and evaluate innovative solutions to make care safer for patients and their families. These will be grounded in an understanding of the realities of health and social care systems, particularly in this Covid-19 recovery period. We understand that healthcare is delivered and experienced by patients across a complex health and social care system. Acknowledging and embracing this complexity is essential if we are to deliver effective solutions to patient safety problems. Our themes of work address four of the strategic patient safety challenges specified in this call and align with the research needs identified by NHS England and NHS Improvement.

3. JOB DIMENSIONS

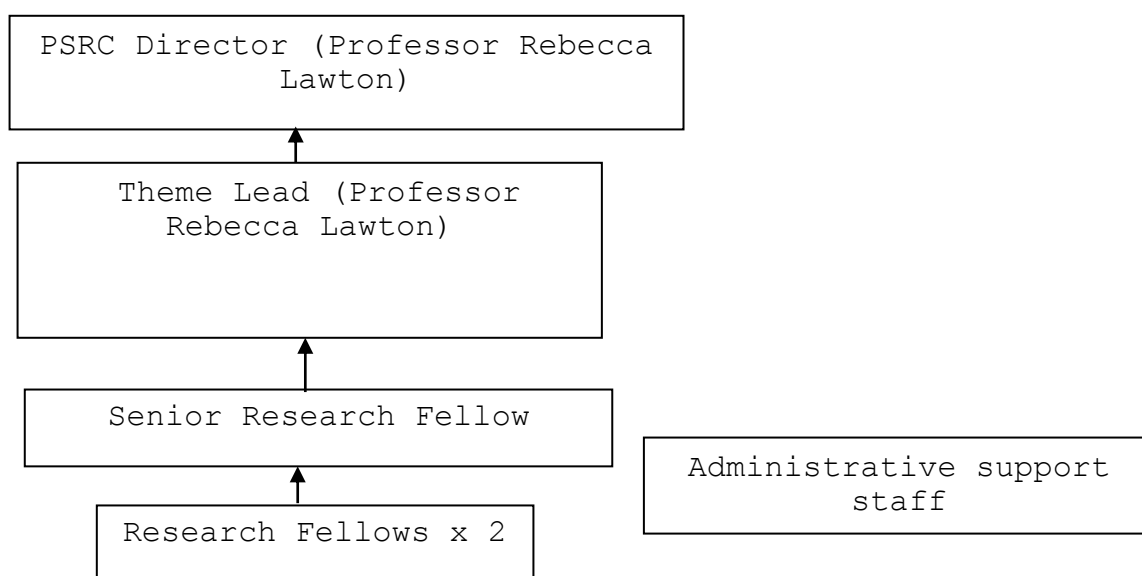
You will work closely with senior team members to deliver patient safety research programmes. You will be responsible for managing study design, recruitment and data collection and analysis and you will provide line management to two research fellows. The role will also include obtaining necessary ethical

and governance approvals at project outset, for which support will be provided. Other responsibilities will include literature searching, working collaboratively on funding applications, providing regular progress reports, writing blogs to help promote the theme and our findings, writing publications (as the lead or a co-author) and other dissemination activities. There is a strong focus on stakeholder engagement and impact, making this an ideal position for those who are keen to build their networks, develop their expertise in safety science and deliver research that makes a difference to the safety of patients and their families.

Support will be available from a Research Administrator. Mentorship and guidance will be provided by the PSRC Programme Manager.

4. ORGANISATIONAL CHART

ORGANISATIONAL CHART



5. KNOWLEDGE, SKILLS AND EXPERIENCE REQUIRED

Please see the Person Specification.

6. PRIMARY DUTIES & AREAS OF RESPONSIBILITY

To lead on the day-to-day management of theme research and operations, towards the overall legacy and impact of the theme across the five-year programme, through:

- Line managing and mentoring of junior research staff
- Leading research design and conduct of qualitative and/or quantitative research, including data analysis.
- Overseeing good governance in research, including ethics, and information / data management.
- Managing applications for NHS research ethics committee approval.
- Contributing to, or leading on applications for research funding.
- Co-ordinating and/or leading theme meetings, including responsibility for documentation and liaising with external collaborators and stakeholders.
- Leading on annual reporting to NIHR for your research theme.
- Reporting to the theme lead and PSRC programme manager on project progress and outcomes to enable monitoring for and reporting to the NIHR.

- Engaging effectively with patients, the public and healthcare staff to ensure our research meets the needs of these groups.
- Leading and contributing to the writing and publication of academic papers and conference presentations.
- Enhancing the impact of our work through engagement with a variety of academic and non-academic audiences (blogs, social media etc).
- Recruiting participants.
- Collaborating with other PRSC themes, the NIHR Yorkshire and Humber ARC, and researchers in other research centres nationally and internationally.
- Engaging with colleagues within the YQSR group and offer advice and guidance as required.
- Active engagement and participation within the broader PSRC operations, culture and values, to promote a world-class collaborative and multidisciplinary research environment.
- Undertaking relevant training and ensuring that research governance procedures and GDPR/data security procedures are adhered to.
- Undertaking personal development in keeping with the aspiration to be a national leader in patient safety research.

This is not intended to be exhaustive and does not therefore form part of your contract of employment. The job will be reviewed on a regular basis to ensure that the duties meet the requirement of the service and to make any changes necessary. This procedure will be conducted by each manager in consultation with those working directly with him/her. You will, therefore, be expected to participate fully in such discussions.

Health and Safety/Risk Management

The jobholder must comply at all times with Bradford Teaching Hospitals NHS Trust Health and Safety policies, in particular by following agreed safe working procedures and reporting incidents using the Trust's Risk Incident Reporting System.

Equality and Diversity

The jobholder is required to abide by the Trust's policies and procedures and to actively support the Trust's commitment to equality and diversity in both employment and the delivery of services. All patients, staff and visitors must be treated equitably, with dignity and respect taking into account their race, gender, ethnic origin, age, disability, sexuality etc".

Training and Personal Development – Continuous Professional Development

The jobholder must take responsibility in agreement with his/her line manager for his/her own personal development by ensuring that Continuous Professional Development remains a priority. The jobholder will undertake all mandatory training required for the role.

Patient and Public Involvement

All staff will be expected to comply with S.242 of the NHS Act 2006.

Respect for Patient Confidentiality

The jobholder should respect patient confidentiality at all times and not divulge patient information unless sanctioned by the requirements of the role.

Environment and Sustainability

All employees have a responsibility to promote sustainability and carbon reduction within the Foundation Trust adhering to our Sustainable Development Strategy and therefore ensuring that all our business is conducted in a sustainable manner

Infection Prevention and Control

All employees have a personal responsibility to comply with Trust and departmental Infection Prevention and Control policies to protect their own health, the health of patients, visitors and other employees and to prevent health care associated infections. This includes a requirement to maintain a safe, clean and tidy work environment and to complete mandatory Infection Prevention and Control Training as provided by the Foundation Trust. All clinical staff must ensure rigorous and consistent compliance with standard infection control precautions including Hand hygiene, dress code and use of personal protective equipment and other clinical care policies and protocols applicable to infection prevention and control. Employees are required to challenge poor performance or poor practice in relation to infection prevention and report any breaches using relevant Trust procedures such as the Incident reporting system.

Safeguarding Children and Adults

All employees have a responsibility to safeguard and promote the welfare of children and adults including but not limited to patients, members of the public and colleagues. The postholder will be responsible for ensuring they undertake the appropriate level of training in accordance with our safeguarding policy training strategy and that they are aware of and work within the safeguarding policies of the Trust which are available on the Trust intranet pages.

9. SPECIAL WORKING CONDITIONS

The post may involve some travel across the region, for example, for data collection purposes or to present at events. Some national and international travel may be required.

Bradford Teaching Hospitals NHS Foundation Trust is part of the West Yorkshire Association of Acute Trusts (WYAAT), a collaborative of the NHS hospital trusts from across West Yorkshire and Harrogate working together to provide the best possible care for our patients.

By bringing together the wide range of skills and expertise across West Yorkshire and Harrogate we are working differently, innovating and driving forward change to deliver the highest quality care. By working for Bradford Teaching Hospitals NHS Foundation Trust this is your opportunity to be a part of that change.

WYAAT is the acute sector arm of the West Yorkshire and Harrogate Health and Care Partnership, one of the largest integrated care systems in the country. The Partnership's ambition is for everyone to have the best possible health and wellbeing, and the work of WYAAT, and each individual trust, supports that ambition.

10. JOB DESCRIPTION AGREEMENT

Jobholder's Signature: _____ Date: _____

Head of Department's Signature: _____ Date: _____

Head of Department's Job Title: _____

Terms and Conditions:

You will be appointed on Agenda for Change Terms and Conditions

1. Probationary Period

New employees appointed to Bradford Teaching Hospitals NHS Foundation Trust covered by Agenda for Change Terms and Conditions (whether on a fixed term or substantive basis) are subject to a probationary period. The length of your probationary period is dependent on your length of contract as detailed in the table below. During this time you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.

Length of Contract	Probationary Period
Substantive	6 months
Fixed Term for 12 months or more	6 months
Fixed Term for 6 – 12 months	3 months
Fixed Term for less than 6 months	1 month

Probationary periods do not apply to internal moves/transfers and promotions

2. Pension Scheme

New starters to the Foundation Trust will be auto-enrolled into the NHS Pension Scheme subject to qualifying criteria at the appropriate contribution rate. Contribution rates can be found at www.nhsbsa.nhs.uk/member-hub/cost-being-scheme

The employer contribution rate is 20.68%.

Employees who are not eligible to join the NHS Pension Scheme will be auto-enrolled into an alternative scheme subject to qualifying criteria.

3. Annual Leave

The leave entitlement for this job is *262.5* hours, pro rata (inclusive of bank holidays).

The annual leave year runs from 1 April to 31 March.

Your leave entitlement will rise to *277.5* hours, pro rata after 5 years NHS Service and to *307.5*, *pro rata* hours after 10 years NHS Service (inclusive of Bank Holidays).

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| 4. Health Screening | The post is subject to health screening, as appropriate to the post. |
| 5. Special Conditions | The postholder may be required to work irregular hours on occasions in order to satisfactorily fulfil the requirements of the post. |
| 6. Sickness Absence | Employees absent from work owing to illness will be entitled, subject to the conditions of the agreement and appropriate certification, to receive sick pay in accordance with the Department of Health Agenda for Change agreement (which may be varied from time to time by the NHS Negotiating Council). For details of the sick pay scheme please access the “Agenda for Change” staff Terms and Conditions via the Department of Health Website www.nhsemployers.org , or the HR Pages of the Trust Intranet. |

The Foundation Trust is a NO SMOKING Employer - Smoking will not be permitted on Foundation Trust premises and grounds, and there will be no provision made for employees who wish to smoke.

General Data Protection Regulations

All members of the staff are bound by the requirements of UK Data Protection legislation and any breaches of the legislation or of the confidential nature of the work of this post could lead to dismissal.

Disclosure and Barring Service

Please note that this post may be subject to a criminal records check from the Disclosure and Barring Service.

For certain roles the check will also include information held on the DBS's children and adults barred list, together with any information held locally by police forces that is reasonably considered to be relevant to the applied for post.