



## QI Month 2024

# Design a Career Development Pathway for Clinical Research Doctors working in the R&D Department at the Royal Cornwall Hospital by October 2024

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### What highlighted the improvement opportunity?

This QIP aimed to address the issues new clinical research doctors encounter when joining the R&D department and challenges seasoned clinical research doctors encounter on a daily basis. I have developed a career support programme for clinical research doctors (CRD) working in the R&D Department at the Royal Cornwall Hospital.

### What did you want to achieve?

This QIP aimed to design a career development pathway for clinical research doctors working in the R&D department at the Royal Cornwall Hospital by October 2024 as well as develop an induction programme.

Short-term Goals: Create a structured pathway to improve job satisfaction, ensure safe clinical trial delivery, and provide professional support to Clinical Research Doctors.

Long-term Goals:

- Increase the competency of doctors to deliver clinical trials and grow commercial and home-grown trials.
- Train Principal Investigators of the future.
- Contribute to the scope that UK should be a science superpower by 2030.
- Attract high-calibre applicants to future vacancies.

### How will/did you know that there has been an improvement?

I started by sending all research doctors a survey enquiring about their perceptions of the content and quality of their inductions and about the support they receive throughout their times in their roles. I have also been working as a research doctor myself and leading the monthly research doctor meetings for over a year and have had conversations with them regarding our challenges and needs as clinicians working in clinical research delivery.

### Have you had any feedback?

Yes, I have had feedback from research doctors and from other resident doctors that took part in our research mentorship programme who believe that these changes will not only enrich their careers by complementing them with research knowledge but also allows them to become mentors for others.

### What did you do to implement the change/improvement?

I took the 3 day QI course to become a QI ambassador and through that course I developed a driver diagram. I also had the support from the R&D lead research nurse and the head of R&D throughout the development of all the sub-projects that were part of my QI project.

The Primary Drivers were:

- Safety in Job Delivery
- Feeling Welcomed & Supported
- Interdisciplinary Teamwork
- Patient Safety
- Staff Retention
- Medical & Research Portfolio
- Training the PIs (Principal Investigators) of the Future
- Enhance the Profile of the Trust & Department as a UK Leader in Research
- University Status

The Secondary Drivers were:

For Safety in Job Delivery:

- Good Clinical Practice (GCP) Training
- Research Doctor Induction & Competency Manual
- Study-specific training
- Assign a Medical Doctor Line Manager

For Feeling Welcomed & Supported:

- Attend Monthly Research Doctor Meetings
- Introduction to R&D and Research Committee
- Doctors' Mess Room

For Interdisciplinary Teamwork:

- Good communication skills
- Leadership skills
- Trust values

For Patient Safety:

- Private Indemnity
- Good Clinical Practice adherence
- Empathy and the ability to escalate issues

For Staff Retention:

- Honest and clear job security communication
- Career progression opportunities
- Working visa/sponsorship for International Medical Graduates (IMGs)

For Medical & Research Portfolio:

- Perform QI projects
- Support in developing a research portfolio
- Develop own research

For Training the PIs of the Future:

- Use of the NIHR Learning platform
- Opportunities to act as Associate PIs
- Study through postgraduate programs

For Enhancing the Trust's Profile:

- Provide training opportunities and mentorship
- Attract high-calibre applicants

For University Status:

- Secure teaching and university cover
- Standardized working environments