

# Research matters | enabling and sustaining a research-positive culture for nurses, midwives and allied health professionals

## A guide for executive chief nurses

### CNO strategic plan for research



To create a people-centred research environment that empowers nurses to lead, participate in and deliver research, where research is fully embedded in practice and professional decision-making, for public benefit.

### Why research matters



Health research plays an integral part in how the NHS develops services and continues to provide high quality healthcare for a population. Research is vital in providing the evidence we need to transform services, improve care and population health.

### Understanding the research landscape



Understanding local and national ambitions for research, how research activity is funded and what key performance indicators can (and can't) tell you means you will be able to scrutinise information and data, plan more effectively and make best use of funding and available resources.

### Leading and sustaining a culture that values research



Research strategies cannot be designed and delivered by one individual or team. You play a pivotal role in developing and sustaining a culture that values research. Take action to reinforce that research is as important to you and your organisation as the other pillars of professional practice

### Fostering a research-inclusive environment



Diversifying health and care professionals involved in research and developing research staff from multiple disciplines, specialisms, geographies and backgrounds will improve the capacity and capability of your organisation to reach the populations under-served by research.

### Embedding research practice in careers & workforce planning



Everyone has a responsibility to embed research into practice. This can take on different forms, whether it be becoming research aware, research active or a research leader. Introducing accessible and clear ways for your workforce to integrate research into practice will attract talent, promote job satisfaction and help retain staff.

### Cultivating partnerships & collaboration



Encouraging collaboration between staff and departments across your own organisation and with higher education institutions will increase staff access to research-related career development opportunities. There is help available from NIHR infrastructure local to your organisation to involve staff in research.

### Impact



If you empower your workforce to engage with, deliver and lead research this will result in improved patient and service user outcomes, as well as improved quality and safety, efficiencies and productivity.