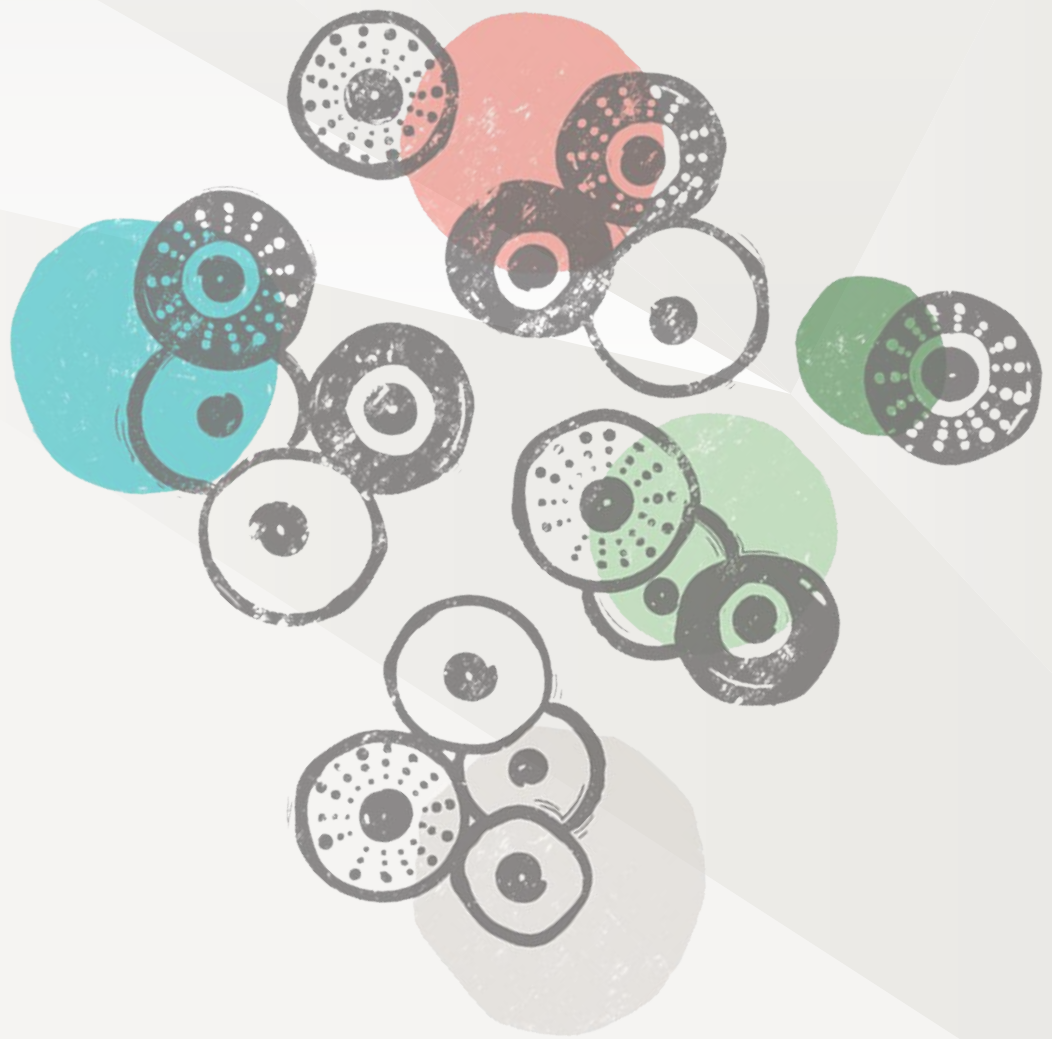


Clinician researcher pathway



Maridulu **Budyari Gumal**

Working together for good health and wellbeing

SPHERE Nursing and Midwifery Clinician Researcher Career Pathway

This body of work has been undertaken to provide appropriate context and direction to increase the capacity and capability of nursing and midwifery staff to develop as leaders in clinical research, ensuring the long-term delivery of evidenced-based health care for all health consumers.

There are three documents within the collection:

FREQUENTLY ASKED QUESTIONS (FAQS) FOR THE SPHERE NURSING AND MIDWIFERY CLINICIAN RESEARCHER CAREER PATHWAY.

This document details the objectives, aims, and targets of the Pathway and the benefits to both Local Health Districts and Universities.

GUIDELINES FOR THE SPHERE NURSING AND MIDWIFERY CLINICIAN RESEARCHER CAREER PATHWAY.

This document provides details of the funding schemes available including: the Support Programs, Clinician Researcher Pre-doctoral Scholarships, and Post-doctoral Clinician Researcher Fellowships.

CLINICIAN RESEARCHER CAPABILITY FRAMEWORK FOR THE SPHERE NURSING AND MIDWIFERY CLINICIAN RESEARCHER CAREER PATHWAY.

This document details the expected capabilities of the incumbents in the Clinician Researcher Doctoral Scholarships Recipients to Professors/Chairs.

Note: A clinician researcher is defined as a nurse or midwife, registered to practice, who conducts research and provides direct clinical services, in any setting, under a formal work arrangement, although not necessarily for the same organisation (NHMRC, 2021).

NHMRC. (2021). Investigating clinician researcher career pathways: Summary report to the NHMRC Chief Executive Officer. Canberra: National Health and Medical Research Council. NH191.

Frequently Asked Questions

SPHERE Nursing and Midwifery Clinician Researcher Career Pathway

Building Research Capacity and Capability in Nursing and Midwifery



WHAT IS THE PROGRAM ABOUT?



- Formal Pathway from graduate to training at an Honours, Masters or Doctoral level to post-doctoral levels of research career development.
- Creating a research-skilled health workforce to deliver evidence-based health services.
- Develop experienced clinicians with the research skills required to deliver evidence-based health services.
- Aiming for 10% of nurses and midwives within Local Health Districts (LHD) to hold a higher research degree by 2034.

WHO NEEDS TO BE INVOLVED?



- New South Wales Maridulu Budyari Gumal SPHERE Local Health Districts and Universities.



HOW WILL THIS BE ACHIEVED?



Steady progressive development of the workforce (from 5 in 2023 to 20 in 2025, per LHD/University partnership).

PATHWAY TRAINING COMPONENT:

- Funded and protected research time for clinicians (20% for internships/transitions, to 50% higher degree training).

PATHWAY CAREER COMPONENTS:

- Funded and protected research time while retaining clinical responsibilities (Early Career Researchers 50% to Chairs 90%).



WHAT DO YOU NEED TO DO?



LOCAL HEALTH DISTRICTS:

- Provide funding support for a small number of clinicians wishing to commence research training (Internships/Transitions).

UNIVERSITIES:

- Provide scholarships for higher degree research students.

BOTH:

- Provide funding support for 1-2 Clinician Researchers on the Career Pathway (Fellowships).
- Provide Ambassadors for the Pathway within your organisations to promote the Pathway.

WHAT WILL SPHERE NURSING & MIDWIFERY IMPLEMENTATION SCIENCE ACADEMY PROVIDE?



- Pathway and Guidelines.
- Promotional video and communication tools.
- Fully developed business case, costings for a 12-year program.
- Fully developed Capability Framework for all Career Roles.
- Support with Memorandum of Understanding or Funding arrangements.
- Relationship building, support, and problem-solving.

WHAT ARE THE BENEFITS FOR HEALTH DISTRICTS?



- Nursing and midwifery workforce transformation (over a generation), to make research a part of everyday patient-centred care.
- Delivering value-based health care.
- Large-scale support for evidence-based, cost-effective care.
- Development of new evidence-informed health services for health consumers.

WHAT ARE THE BENEFITS FOR UNIVERSITIES?



MASTERS/ PHD SCHOLARSHIP PROGRAM

- High quality industry-focused research proposals.
- Increased domestic higher degree students.
- End-user supervisors to support Excellence in Research Australia (ERA) Engagement.
- Opportunities for higher degree students to receive an industry internship (ERA defined).
- Research providing solutions applicable to real-world clinical practice.
- High impact research.
- Industry-ready doctoral graduates.

FELLOWSHIPS PROGRAM:

- Partial research income for Research Block Grants.
- Demonstrable engagement funds and relationships with the industry.
- Potential for highly cited quality publications.
- Potential for high-quality case studies driven by industry to support ERA Impact submissions.

Guidelines
**SPHERE Nursing and Midwifery
Clinician Researcher Career Pathway**

- ◌ Scholarships for Higher Degrees in Research
- ◌ Fellowships for Research Careers
- ◌ Support Programs



SPHERE Nursing and Midwifery Clinician Researcher Career Pathway

Support programs

INTERNSHIP

20% protected time
Small clinical project

TRANSITIONS

20% protected time
Develop proposal for Masters/PhD/
Post-Doctoral Program

MENTORSHIP

Costs for mentor

**ESTABLISHED
RESEARCHER
(LEVEL 4)**
professorships/chairs

**MID CAREER RESEARCHER
(LEVEL 2,3)**

independent researchers becoming
recognised leaders in their field

EARLY CAREER RESEARCHER (LEVEL 1)

Research Career

Training opportunities

PRE-DOCTORAL

DOCTORAL

**POSTDOCTORAL
CAREER LEVELS (1-4)**

*Clinician Researcher
Predoctoral Scholarships
(CRPS)*

Masters by Research

Ratio: 50 Clinical: 50 Research

Honours

Ratio: 40 Clinical: 60 Research

Includes:

Salary Replacement
Project Costs
Tuition fee relief

*Clinician Researcher
Doctoral Scholarships
(CRDS)*

PhD/Doctorate

Ratio: 50 Clinical: 50 Research

Includes:

Salary Replacement
Project Costs
Tuition fee relief

*Clinician Researcher Fellowships
(CRF)*

Early Career Researcher (Level 1)
Mid-Career Researcher (Level 2,3)
Established Researcher (Level 4)

Level 1 Ratio: 50 Clinical: 50 Research
Level 2 Ratio: 40 Clinical: 60 Research
Level 3 Ratio: 20 Clinical: 80 Research
Level 4 Ratio: 10 Clinical: 90 Research

Includes:

Salary Replacement
Projects costs
Training, conference attendance,
overseas research visit.

TRAINING OPPORTUNITIES- CLINICIAN RESEARCHER PREDOCTORAL SCHOLARSHIPS (CRPS)

Award to complete Masters by Research:
Ratio: 50 Clinical: 50 Research.
Award to complete Honours:
Ratio: 40 Clinical: 60 Research.

Award includes:

- Salary replacement costs for 50% protected time for research.
- Project costs to maximum of \$5000 (Masters).
- Tuition fee offset (Honours 2 years part-time; Masters 4 years part-time).
- Part-time stipend (if available).
- Extension for 6 months part-time in extenuating circumstances ie., difficulties with ethics approval or recruitment.

Eligibility criteria:

- Two years clinical experience (Masters);
- Current registration to practice with AHPRA;
- Undergraduate degree in nursing and/or midwifery or equivalent at Masters level to entry to practice;
- Letter of support from Executive Director of Nursing of sponsoring Local Health District;
- Evidence of meeting entry criteria to program or letter confirming enrolment;
- Letter from University confirming tuition fee relief, and project costs support (up to \$5000 over the entire degree), part-time stipend (if available), access to training modules without cost, support for external training needs;
- Listing of University preferred for entry if no enrolment letter provided;
- Named Supervisors and 5 years of publications for each supervisor;
- Industry supervisor listed and role in organisation, including short Curriculum Vitae;
- Industry supervisor must meet ERA End-user definition.
- Annual continuance is granted subject to satisfactory progress report from university partner and written report from supervisors.

TRAINING OPPORTUNITIES- CLINICIAN RESEARCHER DOCTORAL SCHOLARSHIPS (CRDS)

Award to complete a Doctor of Philosophy or a Doctorate with a 75% thesis component.
Ratio: 50 Clinical: 50 Research.

Award includes:

- Salary replacement costs for 50% protected time for research.
- Project costs up to \$10000
- Tuition fee offset (6 years part-time)
- Part-time stipend (if available).
- Extension for 12 months part-time in extenuating circumstances ie., difficulties with ethics approval or recruitment.

Eligibility criteria:

- Two years clinical experience (PhD);
- Current registration to practice with AHPRA;
- Post-graduate degree Masters by Research/Undergraduate honours degree in nursing and/or midwifery;
- Letter of support from Executive Director of Nursing of sponsoring Local Health District;
- Evidence of meeting entry criteria for PhD/Doctorate or letter confirming enrolment from partner university;
- Letter from partner university confirming tuition fee relief and project costs support (maximum \$10,000 over the entire degree), part-time stipend (if available), access to training modules without cost, support for external training needs;
- Listing of University preferred for entry if no enrolment letter provided;
- Named Supervisors and 5 years of publications for each supervisor;
- Industry supervisor listed and role in organisation, including short Curriculum Vitae.
- Industry supervisor must meet ERA End-user definition.
- Annual continuance is granted subject to satisfactory progress report from university partner and written report from supervisors.

RESEARCH CAREER AWARDS (POSTDOCTORAL) – CLINICIAN RESEARCHER FELLOWSHIPS (CRF)

There are 3 awards within this grouping reflecting the broad understanding of post-doctoral researchers— early career researchers (immediate post-doctoral period, developing a program of research), mid-career researchers (two levels, may be experienced independent researcher becoming a recognised leader in their area; may be associate professor), and established researchers (clinical professors, chairs). (See also related Capability Framework).

Early Career Researcher Level 1 Ratio: 50 Clinical: 50 Research
Mid-Career Researcher Level 2 Ratio: 40 Clinical: 60 Research
Mid-Career Researcher Level 3 Ratio: 20 Clinical: 80 Research
Established Researcher (Chair/Clinical Professor) Level 4 Ratio: 10 Clinical: 90 Research.

Award includes:

- Salary costs for protected time.
- Projects costs for Level 1 \$20,000; Level 2 \$40,000 to Level 3 \$60,000 (once only); infrastructure and start-up funds negotiated for Level 4.
- Award covers costs of training, conference attendance, overseas research visit (\$10,000 maximum in total cost).
- Infrastructure funding (1 full time equivalent research assistant/administrative assistant), start-up funds, Level 4 Clinical Chair, additional funds by negotiation between local health district and university partners.
- Length of award 5 years with a further 5 year extension upon review of performance by supporting LHD and university partners.

Eligibility criteria:

- Five years clinical experience;
- Current registration to practice with AHPRA;
- Completed PhD/Doctorate (75% thesis),
- [Note for a Level 1 appointment evidence of the submission of a thesis will be deemed sufficient evidence]
- A defined coherent high quality clinical research program in nursing and midwifery (5 to 7 years duration) for external peer review;
- Evidence of a plan to engage clinical nursing and midwifery staff within a clinical practice change process based on research;
- Evidence of an implementation plan for new knowledge or evidence provided throughout the program or beyond.
- Additional Criteria as defined by employing facility (LHD or University) which may include the following:
- Capacity to attract and supervise higher degree research students (Level 2 to 4);
- Evidence of attracting competitive and non-competitive research funding (consistent with level of appointment) (Level 2 to 4);
- Evidence of track-record in high quality peer reviewed publications within international nursing and health-related journals (Level 1 to 4);
- Evidence of leading large research teams and conducting multi-site research studies (Level 4);
- Evidence of an established network of national and international research collaborations (Level 3 and 4);
- Evidence of changes to local, national or international nursing, midwifery or broader health policy (Level 3 and 4).

Support programs:

INTERNSHIP AWARDS

- 20% protected time to conduct small project under supervision from experienced researcher.
- Provide research experience prior to enrolment in Masters by Research (must be Graduate).
- Salary replacement plus project costs \$2500.
- Duration maximum 52 weeks.
- Access to training modules at no cost from partner universities.
- Letter of support from Executive Director of Nursing of sponsoring Local Health District.

TRANSITIONS AWARDS

- 20% protected time to prepare a proposal or application for predoctoral (Masters by Research) or doctoral scholarship or postdoctoral research program development.
- Under supervision of experienced researcher (5 year publication record to be provided with Curriculum Vitae; potential supervisor(s)).
- Salary replacement costs only.
- Duration maximum 52 weeks.
- Access to training modules at no cost from partner universities.
- Letter of support from Executive Director of Nursing of sponsoring Local Health District.

MENTORSHIP AWARDS

- Mentorship;
- Costs of specialised support to a maximum of 100 hours or \$10,000.
- May be provided for Early Career and Mid-Career Research Fellowships, Internships and Transitions Awards. Not applicable to Masters and Doctoral Scholarship students with supervision provided by partner universities.



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Clinician Researcher Capability Framework for the SPHERE Nursing and Midwifery Clinician Researcher Career Pathway

- **Doctoral Scholarship Recipient**
- **Post-Doctoral Fellowship Early Career Researcher**
- **Post-Doctoral Fellowship Mid-Career Researcher**
- **Established Researcher**



This Capability Framework is developed to provide transparency to potential applicants, or organisations supporting an applicant, or potential supervisors, on the expectation of an incumbent of awards from Clinician Researcher Doctoral Scholarships to Professorship (Level 4, Post-Doctoral Fellowships). This Framework accompanies other key documents: the SPHERE Nursing and Midwifery Clinician Researcher Career Pathway and Guidelines.

Aspects of the Framework have been informed by the following sources:

- ACU Academic Performance Matrix Teaching and Research Academic Career Pathway https://staff.acu.edu.au/human_resources/working-here/academic_working_arrangements/academic_performance_matrices. Accessed 5th October 2021.
- Excellence in Research for Australia. <https://www.arc.gov.au/excellence-research-australia> accessed on 5th October 2021.
- James Cook University Graduate Attributes of Research Higher Degree Programs. <https://www.jcu.edu.au/policy/research-education/graduates-attributes-of-research-higher-degree-programs-policy-and-procedure>. Accessed 5th October 2021.
- Westwood, G., & Richardson, A. (2014). Clinical Academic Careers Pathway Capability Framework for Nurses, Midwives and Allied Health Professionals. The Association of UK University Hospitals. <file:///P:/SPHERE/Clinical%20Academic%20Pathways/Capability%20Framework/AUKUH-Clinical-Academic-Careers-Capability-Framework-May-2014-4.pdf> Accessed on 5th October 2021.



CLINICAL RESEARCHER CAPABILITY FRAMEWORK

DOCTORAL SCHOLARSHIP RECIPIENT

Clinical capabilities (50%)

- Assesses, plans, implements and evaluates clinical care for groups of patients/clients with complex health needs.
- Identifies and develops local research and clinical networks to develop an evidence-based culture to improve patient outcomes and experience.
- Acts as an agent for change by evaluating evidence and influencing local practice development, audit and education to improve patient pathways and outcomes.
- Supports translation of research findings and implementation of evidence-based practice within own practice setting by seeking out opportunities to enhance service development and evaluation.
- Contributes to the development of local policies and implements national guidelines relevant to specialty area.
- Challenges practice through skilled observation, analysis, synthesis of internal and published evidence and evaluation outcomes.

Research capabilities (50%)

- Uses own practice experience to identify clinical research issues as the basis for own doctoral research work and to inform research agenda in own practice setting.
- Critically appraises evidence and evidence-based guidelines, drawing on knowledge of patient need, practice environment and research to inform and develop own practice and that of others.
- Develops skills in theoretical perspectives, research methodologies, and knowledge generation related to nursing practice, implementing practice change, and health consumer engagement.
- Initiates, conducts, and disseminates the findings of locally based or national research in their clinical specialty, with the support of Senior Researchers or Supervisors.
- Demonstrates research integrity and ethical conduct in data collection, analysis and dissemination, consistent with the Australian Code for the Responsible Conduct of Research.
- Undertakes primary responsibility for the planning and delivery of specialist research-based clinical education for the local health district/network or beyond.
- Uses own research knowledge and skills within clinical and academic teams (e., journal clubs etc).
- Supports learning and teaching of individuals or groups of learners relevant to area of clinical academic interest.

POST-DOCTORAL FELLOWSHIP EARLY CAREER RESEARCHER

Clinical Capabilities (50%)

- Continues to develop own specialist practice and expert clinical knowledge base.
- Leads the nursing and health care of a specialist area of practice, working with multidisciplinary teams.
- Delivers and influences quality and efficiency of care through research-informed leadership in a specialist clinical area.
- Acts as an internal and external clinical resource to other staff, students, and health consumers, in a specialist clinical area advising on evidence-based pathways and outcomes.
- Implements and manages evidence-based research projects to generate new knowledge to improve health service delivery and patient outcomes or satisfaction;
- Leads others to solve complex patient problems through an understanding of research-evidence, knowledge transfer, change management and clinical leadership processes.
- Builds strong clinical networks within and beyond the Local Health District.
- Leads quality and clinical efficiency initiatives to inform and update clinical programmes of care.

Research Capabilities (50%)

- Plans, develops and conducts innovative and high quality clinical research collaborating within and across Local Health Districts and Universities.
- Seeks to collaborate with established researchers on relevant projects and contributes to large grant applications as an Associate Investigator/Co-investigator.
- Begins to lead on minor grant applications as a Chief Investigator.
- Establishing research networks to facilitate engagement in research programme.
- Advances delivery of evidence based practice through educational development and delivery in Local Health Districts and Universities.
- Acts as a credible clinical academic in delivering and facilitating education within and beyond the Local Health District.
- Begins to develop a focused coherent programme of research using a detailed knowledge of the context of clinical care, health consumers' need within the Local Health District and appropriate research methods.
- Disseminates new knowledge through conference presentations and publication in high impact peer reviewed journals.
- Acts as a mentor to novice researchers and develops as a beginning supervisor for honours/masters/doctoral students.
- Demonstrates research integrity and ethical conduct in data collection, analysis and dissemination, consistent with the Australian Code for the Responsible Conduct of Research.
- Contributes to Research Excellence for Australia through grant income and high impact publications, and in engagement and working towards impactful case studies delivering social and economic advancement.

CLINICAL RESEARCHER CAPABILITY FRAMEWORK

POST-DOCTORAL FELLOWSHIP MID-CAREER RESEARCHER LEVEL 2 AND 3

Clinical Capabilities (40% to 20%)

- Emerging as a leader, across Local Health Districts and Universities, in a specialist area of clinical practice. (Level 2).
- Recognised by peers and other health professionals as a national leader in a specialist area of clinical practice. (Level 3).
- Develops, implements, and evaluates, innovative evidence-based changes to practice that deliver improved health services and value-based care to patients/health consumers (Level 2 and 3).
- Monitors clinical indicators/audit data relating to specialist area of practice and the National Standards for Safety and Quality in Health Care 2nd edition (2021). (Level 2 and 3)
- Enacts new services, changes to practice, that improve clinical indicators/audit data and/or enhance compliance with the National Standards for Safety and Quality in Health Care 2nd edition (2021) (Level 2 and 3).
- Acts as an internal and external clinical resource to other staff, students, and health consumers, in a specialist clinical area advising on evidence-based practices, pathways and outcomes (Level 2 and 3).

Research Capabilities (60% to 80%)

- Developing an area of high-quality clinical research of national and international significance (Level 2).
- Developing a specific area of research expertise within a collaborative research team, including multidisciplinary teams, and national and international leaders in the field; Associate Investigator/ Coinvestigator role (Level 2).
- Advancing a national and international reputation as a research leader in a specific area of clinical practice (Level 3).
- Developing a specific area of research expertise within a collaborative research team, including multidisciplinary teams, and national and international leaders in the field; Senior Coinvestigator role (Level 3).
- Seeks to collaborate with established researchers on grant applications (Level 2 and 3).
- Applying for minor internal and external funding as a Chief Investigator (Level 2).
- Applying for major internal and external funding as a Chief Investigator (Level 3).
- Establishes and maintains own research networks to facilitate engagement in research programme. (Level 2 and 3).
- Executes a focused coherent programme of research building on previous research undertaken using detailed knowledge of the context of clinical care and appropriate research methods (Level 2 and 3).
- Disseminates new knowledge by presentation and publication in high impact peer reviewed journals.
- Enhances capacity and capability of research ready staff by acting as a mentor to early career researchers and supervision of honours, masters and doctoral students.
- Demonstrates research integrity and ethical conduct in data collection, analysis and dissemination, consistent with the Australian Code for the Responsible Conduct of Research.
- Contributes to Excellence in Research for Australia through grant income and high impact publications.
- Is engaged in or working toward impactful case studies delivering social and economic advancement.

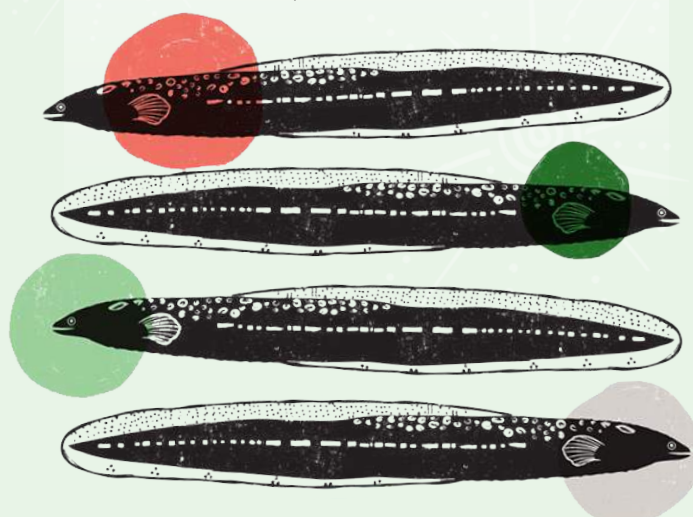
ESTABLISHED RESEARCHER (PROFESSORSHIP/CHAIR)

Clinical Capabilities (10%)

- Is a nationally recognised expert and leader in own clinical practice specialty area.
- Improves patient outcomes, patient experience and organisational culture by generating evidence for practice.
- Leads the development and implementation of evidence-based services and policies, that enhance health consumer outcomes.
- Acts as a source of advice and guidance to specialist clinicians, managers, and senior executive staff, on leading and supporting change to 'value-based' [reducing low value care] care guided by the best available evidence.
- Mentors (multidisciplinary) clinicians in specialty practice in own clinical area.

Research Capabilities (90%)

- Sustains research leadership with a national and international research profile in a specific specialty area of clinical practice.
- Leads the development and conduct of a coherent program of quality research in a specific area of clinical practice of significance to health consumers.
- Develops, manages, and supervises research teams within research centres or units in health services.
- Establishes productive research collaborations with national and international colleagues, industry partners, and other health professionals, to facilitate impactful research.
- Secures major research funding (competitive and non-competitive grants) to support high quality research outputs.
- Sustains a significant record of high-quality research publications/outputs consistent with the expectations of the Excellence in Research for Australia (ERA) guidelines and partner university expectations.
- Acts as a source of advice to clinicians and the organisation on best practice in research conduct consistent with the NHMRC guidelines.
- Supervises honours and higher degree research students from partner universities.
- Executes strategic and/or corporate responsibility for the development, delivery, and implementation of policy relevant to the growth of clinician researchers and continued development of the profession.
- Demonstrates research integrity and ethical conduct in data collection, analysis, and dissemination, consistent with the Australian Code for the Responsible Conduct of Research.
- Is engaged in initiatives that deliver social and economic advancement with impact.





Maridulu **Budyari Gumal**

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