

# Moving up the “triangle” to create a Research Active Hospice

## Background

- ❖ An understanding of, and skills in, research underpin many Hospice activities. A Research Active Hospice should support and enhance the research skills of all staff.
- ❖ Hospice Isle of Man set out to transform themselves by raising awareness of research and improving staff research skills.

**Aim: To enable Hospice Isle of Man to develop as a Research Active Hospice.**

## Methods

- ❖ Funding was obtained to set up a research team. We prioritised 3 themes to fit with the Hospice strategy: person-centred outcomes, integrated palliative and end of life care and compassionate communities.
- ❖ A survey was sent to all Hospice staff to identify their research interest and perceived need for skill enhancement.
- ❖ The research triangle (on right) was used to guide our overall plan.
- ❖ Research staff involved themselves in all levels of research activity, including audits, service evaluations, strategy development and journal clubs in order to support colleagues, standardise the methods used and to generate and lead research.



Adapted from Payne, Preston et al, 2013

## Results



Our Journal Club

- ❖ 25 staff and 45 volunteers completed the survey: 88% of clinical staff had some research training; 70% of respondents agreed that research added value to their daily work; only 40% were confident in their critical appraisal skills; 22% of volunteers had previous research experience.
- ❖ Since then the research team has met with staff individually or in groups; Lunch and Learn events have raised awareness and created a wider audience for research; the Journal Club is enhancing critical appraisal skills and stimulating discussion of research in practice.
- ❖ Volunteers are now included in the Scholl Academic Centre Steering Group and in research projects.
- ❖ Some staff have protected time for research; every effort is made to ensure learning sessions and journal clubs are flexible to enable attendance.

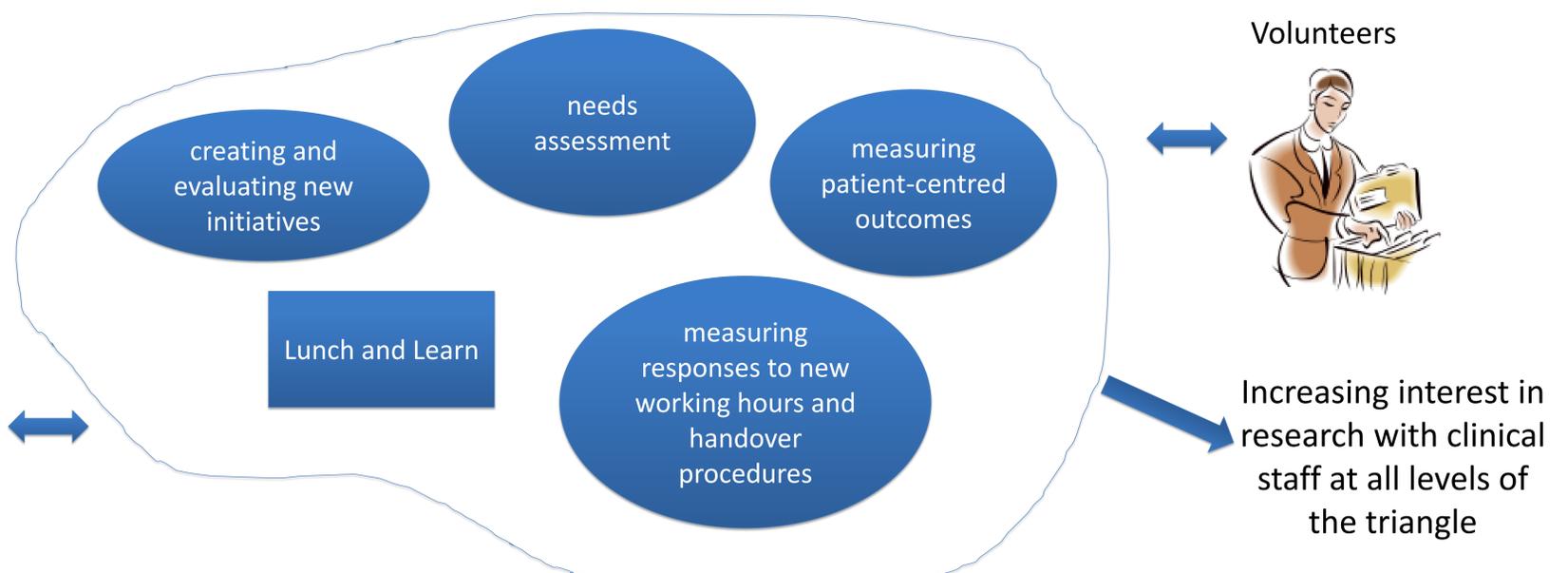
Clinical staff



Research Team



Volunteers



## Conclusions

- ❖ Engaging all staff in research is a gradual process. It is helped by having researchers who can be involved at every level where research skills are useful. Frequent contact between researchers and other staff is important. Volunteers are often an under-used asset.
- ❖ Key drivers were obtaining funding for protected research time for clinical staff and employing experienced researchers to support and complement clinical staff.