

The NCCRED Clinical
Researcher Workforce
Development Strategy

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The Presentation

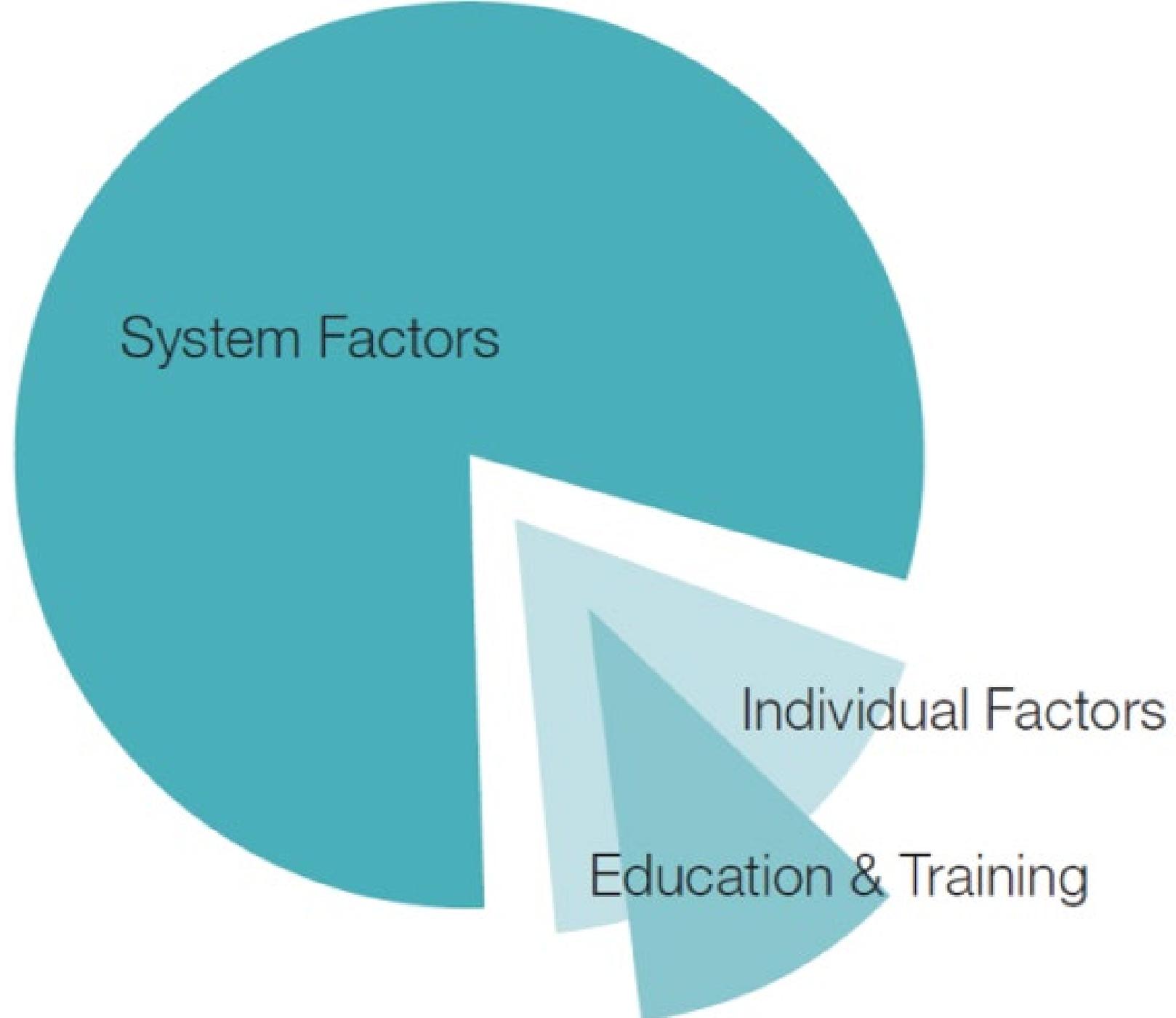
- Description of key considerations in Strategy development
- Not the Strategy itself
- The ramblings of a madman....
- Background / definitional issues
- Strategy opportunities and challenges

The Strategy

- NCCRED engaged the National Centre for Education and Training on Addiction to develop a Workforce Development (WFD) Strategy
- Help to shape NCCRED's efforts to enhance Australian clinical research capacity concerning emerging drugs and approaches to innovation dissemination
- Not a sub-strategy of Australia's National Drug Strategy
- Many of the future directions outlined in this Strategy could also enhance clinical research in other aspects of the AOD field
- Consultation process: Consultation paper, invitation for written and verbal submissions / phone consultations.

What is workforce development?

Education and training as one element of workforce development. Source: Roche & Pidd (2010)



What is clinical research?

- The processes involved in enhancing clinical knowledge and interventions to reduce individual harms associated with emerging drugs: Distinct from public health research
- An alliance between clinicians, service consumers and researchers. Clinicians and consumers are critical to ensure that the research:
 - Is 'owned' by clinicians and consumers because it primarily aims to improve service effectiveness and enhance consumer experiences and outcomes
 - Can readily be incorporated into clinical practice and does not further overload already busy clinicians in under-resourced clinical settings
 - Does not stigmatise, or otherwise adversely affect clients
 - Findings are fed back to clients and clinicians in a culturally appropriate manner that allows them to understand and consider the personal implications of the research.

What is clinical research?

Three tiers of clinical research, namely:

- Clinical trials
- Clinical quality enhancement projects (e.g., surveys concerning clients' or workers' knowledge, attitudes and behaviours; quality improvement projects; and clinical service benchmarking)
- The analysis of data from routine data sources (e.g., electronic medical systems and including data linkage processes).

Need a workforce capable of undertaking research across this spectrum of clinical research and can adapt to the challenges associated with emerging new illicit drugs. These skills may be entirely different.

What is a clinical researcher?

Two types of clinical researchers; clinician researchers and non-clinician clinical researchers

- **Clinician researchers** conduct research and provide direct clinical services in any setting under a formal working relationship, although not necessarily with the same organisation. They must be eligible to undertake clinical practice in Australia through registration with the National Health Practitioner Regulation Agency, the National Alliance of Self-Regulating Health Professionals, or equivalent
- **Non-clinician clinical researchers** who come to this area with skills in undertaking qualitative or quantitative research

May come from a range of disciplines including: Medicine (e.g., addiction medicine, psychiatry, toxicology, pharmacology and general practice); Nursing; Psychology; Social work; Occupational therapy; Pharmacy; Counselling; Aboriginal Health Work.

What do they research in the AOD context?

A range of activities and interventions including:

- Screening, brief intervention and referral to treatment (SBIRT)
- Assessment, diagnosis and case management
- Withdrawal treatment
- Psychosocial interventions and support
- Residential rehabilitation
- Pharmacotherapies
- Harm reduction services
- Translational research
- Health services research
- Management of acute intoxication and poisoning.

Which settings?

The settings in which these services are provided include:

- Specialist alcohol and other drug (AOD) services
- Hospitals and emergency departments
- General practice, community health and other primary care settings
- Mental health services
- Telephone and online settings
- Outreach settings
- Forensic settings (including prisons).

Opportunities and challenges

Opportunities



The establishment of NCCRED (e.g., Fellowship/mentorship programs)



Advances in data linkage, electronic medical record systems and clinical informatics



The establishment of clinical research networks in other fields

Challenges

- Understanding the extent and nature of the emerging drugs-focussed clinical research and the workforce currently undertaking it
- The different skillsets of researchers and clinicians
- The diverse pharmacological effects of emerging drugs
- The trend towards activity-based funding
- Insufficient funding (apart from NCCRED) available to release clinicians to undertake research
- Limited opportunities for clinical researcher mentorship (apart from NCCRED)
- Limited opportunities for consumer involvement in clinical research
- Differing AOD workforce qualifications between jurisdictions

Other issues we
need to think
about...



Enhancing clinician / researcher partnerships



Management and leadership development



Researcher wellbeing



Workforce diversity



Career pathways for clinical researchers



Developing research networks



Management and leadership development



Improving innovation dissemination

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Thank you
Questions?