



Lothian Nursing, Midwifery & Allied Health Professional (NMAHP) Research Framework 2011-2015

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Introduction

This NMAHP Research Framework exists to establish and sustain a Lothian NMAHP research community. It represents collaboration between NHS Lothian and its three principal academic partners for NMAHP research:

- School of Nursing, Midwifery and Social Care, Edinburgh Napier University
- School of Health in Social Science, University of Edinburgh
- School of Health Sciences, Queen Margaret University, Edinburgh

The Framework articulates guiding principles that underpin a collaborative approach to NMAHP research and presents a 5-year development plan. The purpose of the Framework is to create and embed a shared vision that will strengthen the contribution of the NMAHP professions to the delivery of applied health services and clinical research that impact on patient/client care and position Lothian as a place with a vibrant NMAHP research culture. The Framework has been formulated by a partnership group of representatives from NHS Lothian and the three participating university schools following a stakeholder event on 17th November 2009 involving representatives from the four institutions.

The Framework accords with national priorities for health, the Chief Scientists Office (CSO) strategy *Investing in Research, Improving Health* (2009), each institution's overarching research strategies and a systematic approach to capacity and capability development for NMAHP research and evidence-based practice. It builds on the work of the Centre for Integrated Healthcare Research (CIHR) that was instrumental in helping build NMAHP research capacity in the region and, as such, sustains that capacity over the longer term. It includes criteria for success for NHS Lothian as an organisation, the NMAHP professions working within, the academic partners, patient/clients and the public, as well as the broader research community.

The overarching aims are to:

- increase the volume and quality of applied research that leads to improvements in patient/client health and well-being and service delivery, particularly in areas of strategic priority.
- further enhance the profile and status of NMAHP research in Lothian, creating a culture of inquiry and evidence-informed decision making.
- enhance the NMAHP research infrastructure in order to support the development of high quality research studies and offer a range of career opportunities.

A Lothian NMAHP Research Development Group has been established to facilitate rollout of the action plan, monitor progress and periodically review and adapt the Framework. This Group has representation from each organisation and will report to NHS Lothian's Nurse Director's Group and Research Governance Committee and the respective research committees in each of the universities. A monitoring framework will be instituted to ensure that the delivery and impact of the Framework are examined.

Guiding Principles

Applied Research

NMAHP research will address NHS priorities with a clear emphasis on applied research that leads to improvement in patient/client outcomes. There is recognition of the need to strengthen evidence-informed decision-making in service priority areas to address issues such as patient/client safety, patient/client experience, adult and child protection, health inequalities, patient/client flow and service redesign. This will further articulate the contribution of NMAHPs towards outcomes of care and equality of access and care provision.

Comprehensive

The NMAHP Research Framework will support research development at 4 key levels:

Research Leaders – professionals who lead and direct research strategy and have a significant role to play in leading programmes of research and creating the foundations for an NMAHP research culture. This includes NHS research capacity builders in Continuing Professional and Practice Development (CPPD) and Research and Development (R&D), NMAHP consultants and NMAHP academics.

Research Active – professionals working in clinical and health services research and engaged in investigative processes. This would include NMAHP researchers undertaking and/or leading research as principal investigators or co-investigators, as well as clinical research nurses/midwives/AHPs or research students.

Research Users – all healthcare professionals who use evidence to support and inform their practice. This would include NMAHPs at all levels working with in clinical practice along with managers and educators.

Research Enablers – professionals who actively support and encourage NMAHP involvement in research activity through providing guidance on all aspects of the research process including, training, ethics, managerial support, and research governance. This includes R&D research facilitators and governance staff. It also includes Clinical Nurse Managers, AHP Leads and Chief Nurses in terms of supporting the conduct of research.

Collaboration

The NMAHP Research Framework will build on the existing relationships between the NHS and the higher education institutions (HEIs) with a view to strengthening and, where necessary, formalising relationships between institutions, disciplines and sectors. This collaboration will be extended to the emerging infrastructure being established as part of the Scottish Academic Health Sciences Collaboration, in particular the Edinburgh Health Services Research Unit (HSRU). The key priority is securing clinical and academic expertise to address important research questions that will improve patient/client care. Where appropriate, such expertise should involve collaboration with clinicians and academics outside Lothian. Collaboration on individual studies and programmes also extends, where appropriate, to voluntary and private sector organisations.

Mutual Benefit

The NMAHP Research Framework has been designed to operate in an inclusive fashion, addressing the research priorities of key partners. For NHS Lothian this includes capacity development through collaborative studies, access to methodological and subject expertise and, where appropriate, honorary appointments. For academic partners there is clear recognition of the need to work towards submissions for the Research Excellence Framework (REF) including a focus on the impact of research studies. The Framework supports ready access to R&D infrastructure including expertise within the HSRU. The implications of Full Economic Costing (FEC) and the

Support for Science funding mechanism is recognised by all parties. The emphasis is on securing benefit for all key stakeholders with a focus on addressing important research questions, rather than being constrained by specific mechanisms.

Integration

The NMAHP Research Framework supports and strengthens existing partnership and integration between the NHS Lothian R&D Office, the three academic partners and NHS-based NMAHPs. Individual high-level Research Framework Agreements between NHS Lothian and each of the three universities address issues such as access to data, sponsorship and intellectual property. More detailed agreements for specific initiatives such as joint funding of clinical-academic posts will be put in place as required. The ACCORD Office¹ is regarded as the main conduit for this integration offering a 'one stop shop' for potential investigators.

Alignment

The NMAHP Research Framework will improve alignment of research themes and priorities between the NHS and higher education. Service development plans will both be informed by research and provide impetus for focused research questions. Alignment will be achieved through dialogue between key stakeholders (clinicians, managers, NMAHP researchers and academics) in ways that not only inform research priorities and activity but also improve dissemination of research and other academic activities.

Building on Success

There are existing areas of strength in NMAHP research in NHS Lothian that already address health priorities, are leading to programmes of research and involve collaboration with academic partners. The NMAHP Research Framework will build on these successes and celebrate research outcomes that lead to improvements in patient/client care.

Developing New Areas of Strength

New/early career researchers and emerging research areas where there is promise and potential for growth and development will be identified and supported where they fit with the overall research strategy, priorities and resources.

Focus on Outcomes and Knowledge Exchange

The focus on applied research demands that attention is paid to research outcomes in terms of impact on practice and/or service delivery, publications, dissemination and implementation. There is a need for robust information systems to capture this activity. The NMAHP Research Framework will place emphasis on knowledge exchange activities and there will be joint applications for funding that will enhance implementation of evidence into practice.

¹ Academic and Clinical Central Office for Research and Development (ACCORD) is a joint initiative between NHS Lothian and University of Edinburgh bringing together governance, management and monitoring of research. It is based at the Queens Medical Research Institute, Little France.
<http://www.accord.ed.ac.uk/>

Vision

1. The Lothian NMAHP Research Development Group will foster ongoing collaboration and delivery of the NMAHP Research Framework through regular meetings, review and cooperative ways of working.
2. Research awareness/evidence based practice will be explicit in all registered NMAHP roles across NHS Lothian.
3. There will be an ongoing commitment to develop innovative approaches to embedding clinical academic careers with specific recommendations focussing on:
 - 3.1. protected research time for specific NMAHPs
 - 3.2. NMAHPs who have already completed a doctorate
 - 3.3. NMAHP consultants
 - 3.4. those appointed to the Lothian Clinical Academic Research Careers (CARC) Scheme
 - 3.5. new and early career researchers
 - 3.6. joint appointments focused on research
 - 3.7. NMAHP Clinical Reader/Professor
4. There will be appropriate reciprocal arrangements for research active NMAHPs to have an 'academic home' and academic researchers² to have a 'clinical home' in order to strengthen potential for collaboration, identification of research priorities, development of thematic programmes of research, and dissemination and utilisation of research findings.
5. There will be a comprehensive data system for capturing NMAHP research projects/publications and mechanisms for sharing learning.
6. Appropriate service clusters will be identified to develop local NMAHP research plans that support overall NHS Lothian R&D Strategy and the Local Delivery Plan.
7. There will be a clear structure of management, professional support and career development for clinical research nurses/midwives/AHPs.
8. There will be mechanisms for supporting NMAHPs undertaking smaller-scale projects/dissertations as part of their practice or academic studies and for sharing the outcomes of this activity.
9. There will be an increase in research activities (joint applications for funding, publications, developing shared agendas) between NHS Lothian and its academic partners³.
10. NMAHP researchers in Lothian will play an influential role nationally (and beyond) in terms of shaping research policy, priorities and funding.
11. NHS Lothian will play a significant role in the performance of the three universities in the Research Excellence Framework (REF).
12. NHS Lothian and its academic partners will be recognised as one of the top UK locations for NMAHP research.

² As well as established researchers this may include students undertaking Professional Doctorates, Graduate Teaching Assistant Schemes, Career Development Scholarships and CSO Fellows.

³ These will include eligibly funded and fully costed studies. Eligible funders are research councils, UK health departments, certain government departments, EU funding and UK charities that subscribe to the CSO Partnership Arrangements.

Action Plan and Timeframes

Vision Statement	Actions	Responsibility	Measures of success	Timeframe
1. Lothian NMAHP Research Development Group Leading Delivery of Research Framework	<ol style="list-style-type: none"> 1. Ratification of NMAHP Research Framework by all four institutions 2. Quarterly meetings to review and progress actions. 3. Inclusion of Research Framework actions in each institution's Research Committee's business. 4. Annual report. 	Lothian NMAHP Research Development Group	Evidence of NHS Lothian and local HEIs working together with shared priorities and strategic plan for development of NMAHP clinical research.	<p>2010</p> <p>Ongoing with annual reporting (May)</p>
2. Research Awareness/Evidence Based Practice explicit in all NMAHP roles	<ol style="list-style-type: none"> 1. Review of KSF Outlines and PDP templates in line with the Framework of Evidence-Based Practice and Research Competencies recently developed for AHP staff in NHS Lothian⁴. 2. Production of exemplars of potential PDP objectives and resources to support 3. Evaluation of the successful implementation and impact of KSF Outlines and PDP templates. 4. Review and ongoing dialogue about NMAHP research programmes (undergraduate and postgraduate) to ensure alignment with service expectations and explicit link to PDP. 5. Expansion of collaborative research training approaches (for example Bootcamp⁵) to further develop skills of emerging researchers across each institution. 	<p>NHS Lothian R&D Capacity Development Team</p> <p>Lothian NMAHP Research Development Group</p> <p>Lothian NMAHP Research Development Group</p> <p>Lothian NMAHP Research Development Group</p> <p>Lothian NMAHP Research Development Group</p>	<p>All KSF outlines/Personal Development Plans (PDPs) include an EBP/Research component relevant to the level of research engagement of the post-holder.</p> <p>Undergraduate curricula universally providing solid foundation for students to build future research competency and expertise.</p> <p>Vibrant NMAHP research culture within Lothian in which research activity is embedded within routine practice.</p>	<p>Development 2011</p> <p>Implementation 2011/2012</p> <p>2013/2014</p> <p>Development of benchmark Spring 2011. Development of curricula 2012-2015</p> <p>Annual programme from 2010</p>

⁴ See Appendix 1

⁵ Research Boot Camp is an intensive development programme for early career researchers in all four institutions that focus on grant applications and publications. It is run over an 8 month period with cross-institutional mentorship and encouragement of peer support.

Vision Statement	Actions	Responsibility	Measures of success	Timeframe
3. Clinical Academic Careers				
3.1 Protected research time in job plans	1. Evaluate existing instances of protected research time for NMAHPs funded by R&D Office.	R&D Capacity Development Team Clinical Nurse Managers/AHP Leads	Comprehensive assessment of resource utilisation including outputs, outcomes and impact with recommendations for the future.	2011
	2. Make recommendations regarding the future development of protected research time in NMAHP job plans.		Actual protected time in job plans.	2012
3.2 Utilisation of research skills of doctorally prepared NMAHPs	3. Implement recommendations for key NMAHP researchers who meet criteria for protected time.	R&D Capacity Development Team Nurse Director/AHP Director Chief Nurses/AHP Leads NMAHP researchers	Usable effective database Increase in studies Increase number of research active NMAHPs recorded on R&D database Data to support evidence of impact on service delivery and improvements for patients and clients	2010 2010-2011 2011 Ongoing
	1. Identification of doctorally prepared NMAHPs, including survey on current research activity, academic links and support needs.			
	2. Engagement with service leads to address the potential research contribution of these doctorally prepared NMAHPs to their services.			
	3. Engagement with service leads to identify service priorities, research potential and funding implications.			
4. Formulation of agreed work plans with ongoing review and evaluation of outputs and outcomes.				

Vision Statement	Actions	Responsibility	Measures of success	Timeframe
3.3 NMAHP Consultants	<ol style="list-style-type: none"> 1. Alignment of current research capabilities to Framework of Evidence-Based Practice and Research Competencies 2. All NMAHP Consultants will be research active commensurate with their research capabilities. 3. NMAHP Consultants will have an annual research development plan that will be reviewed with the line manager and the R&D Capacity Development Team. 4. Identification and establishment of appropriate 'academic home' for individual NMAHP consultants. 	R&D Capacity Development Team. NMAHP Consultants Nurse Director & AHP Director	<p>Clear articulation of NMAHP consultants' research role.</p> <p>All NMAHP consultants have established academic links</p> <p>Increase in NMAHP consultants' research activity as measured by R&D Office database and NMAHP research & knowledge exchange activity dataset.</p> <p>Data to support evidence of impact on service delivery and improvements for patients and clients</p>	<p>2011</p> <p>2011 and ongoing</p> <p>2011</p>
3.4 Lothian Clinical Academic Research Careers Scheme	<ol style="list-style-type: none"> 1. Launch and implementation of CARC scheme 2. Ongoing support, monitoring and evaluation by CARC Scheme Management Group overseen by CARC Scheme Steering Group 3. Independent evaluation 4. Possible extension to other demonstration sites 	<p>Lothian NMAHP Research Group Nurse Director AHP Director Deputy Director R&D</p> <p>NES/CARC Steering Group</p>	<p>Research is embedded as a career option with an increase in the number of NMAHPs in Clinical Academic posts with clearly defined job plans that include, where relevant, a funded research training programme.</p> <p>Evidence of the impact/influence of clinical academic posts on a range of measures.</p>	<p>End 2010</p> <p>2011- 2015</p>

Vision Statement	Actions	Responsibility	Measures of success	Timeframe
3.5 New and Early Career Researchers	<ol style="list-style-type: none"> 1. Formal and informal mechanisms to identify new NMAHP researchers. 2. Ongoing discussion and support for new and early career researchers including linkage to existing research programmes. 3. Where appropriate, inclusion as co-applicants in grant applications. 4. Identification of funding opportunities to support training. 	Chief Nurses/Lead AHPS Lothian NMAHP Research Development Group Research Programme Leads	<p>Database of NMAHPs with potential to develop research career.</p> <p>Identification of early career research support in local research plans.</p> <p>Evidence of career development opportunities being explicit within PDPs</p>	<p>2011</p> <p>2011</p> <p>2012</p>
3.6 Joint Appointments Focused on Research	<ol style="list-style-type: none"> 1. Identify and review current NHS/academic appointments for NMAHPs in Lothian. 2. Identify the extent to which research is part of these existing joint appointments 3. Identify areas where there is potential for the development of joint appointments with a clear research focus. 	Clinical and Academic Leads	Increase in research activity amongst joint clinical/academic appointees.	2012-2015
3.7 Clinical Readership/Chair in Nursing, Midwifery or an AHP	<ol style="list-style-type: none"> 1. High-level discussions at Nurse Director Group/ AHP Lead/Heads of Schools on potential and role of Clinical Chair. 2. Formulate funding options to support appointment. 3. Ongoing evaluation. 	Nurse Director AHP Director Academic Heads	Senior academic appointment with measurable outputs and impact on Lothian NMAHP strategy.	2012-2015

Vision Statement	Actions	Responsibility	Measures of success	Timeframe
4. Reciprocal Arrangements for Honorary Clinical and Academic Appointments	<ol style="list-style-type: none"> 1. Identification of interested clinicians and academics. 2. Consultation on appropriate 'homes' and accompanying resources. 3. Negotiation of appropriate contractual arrangements at an individual level. 4. Identification of clear objectives. 5. Ongoing evaluation of process and outcomes. 	Nurse Director AHP Director Head of Schools Research Leads (HEI) Lead Practitioner Research Research Manager Capacity and Capability Chief Nurses/AHP Leads	Established relationships leading to reciprocal engagement in research and evidence based activities. Increase in research outputs. Career development opportunities	2011 2013
5. Comprehensive Data Set on NMAHP Research and Knowledge Exchange Activity	<ol style="list-style-type: none"> 1. Consultation with NMAHP leaders on required dataset. 2. Identification of resource requirement and systems to maintain. 3. Creation and implementation of dissemination strategies. 	R&D Capacity Team, Nurse Director, AHP Director, Academic Leads	Comprehensive capture and dissemination of NMAHP research activity (publications and conferences) and impact. Impact data will include focus on service design/delivery and health outcomes for patients/clients.	2011

Vision Statement	Actions	Responsibility	Measures of success	Timeframe
6. Local NMAHP Research Plans	1. Identification of appropriate service clusters and leads for the development of local NMAHP research plans	R&D Capacity Development Team with Chief Nurses/Lead AHPs	Agreed and formalised service clusters suitable for research planning purposes with named research lead	Spring 2011
	2. Individual service clusters develop research plans that: <ul style="list-style-type: none"> accord with NHS Lothian strategic priorities/R & D strategy identify appropriate research partners include short, medium and longer-term goals. are incorporated within appropriate local operational plans. Identifies resources/funding streams. 	Local Research Leads/Lothian Research Group/ Chief Nurses/Lead AHPs/NMAHP Consultants	Each service cluster has its own research plan incorporated into local operational plan.	End 2011
	3. Ongoing implementation and evaluation of local research plans		Evidence of engagement (where relevant) with private & voluntary sectors to facilitate priority research activity and implementation.	April 2012
7. Clinical Research Nurse Structure	1. Establish Clinical Research Nurse Management Group (with representation Nursing Directorate, CPPD, R&D, Wellcome Trust Clinical Research Facility Education Programme, Research Nurses from NHS & University of Edinburgh)	Lead Practitioner Research Deputy Director R&D Services Manager Nursing Directorate	Comprehensive management arrangements for all clinical research nurses on substantive and honorary contracts.	2010
	2. Review support and management arrangements including induction, training, KSF, Research Nurse Competencies ⁶ .	Clinical Research Nurse Management Group	Effective recruitment and induction processes and opportunities for professional development for clinical research nurses.	2012
	3. Make recommendations for appropriate structure and resource.			
	4. Implement and evaluate recommendations.			

⁶ Competency Framework for Clinical Research Nurses. Available http://www.rcn.org.uk/development/researchanddevelopment/rs/publications_and_position_statements/competencies

Vision Statement	Actions	Responsibility	Measures of success	Timeframe	
8. Smaller Scale Research Studies	1. Agreement of mechanisms to permit identification of candidates employed by NHS Lothian undertaking MSc dissertations or other work-based projects in one of partner HEIs.	Research Capacity Leads Lothian NMAHP Research Development Group Individual Practitioners	Support for NHS Lothian employees and recognition of the value of studies	2011	
	2. Identification and dissemination of NHS support mechanisms to complement academic supervision.		Linkage between dissertation and research project topics and service priorities.	Ongoing	
	3. Development of infrastructure to support dissemination of research topics and findings (e.g. Knowledge Exchange Summaries as part of academic requirement).				
	4. Ongoing collaboration between NHS Lothian and partner HEIs to seek funding for opportunities for developing practitioner-led research (for example Practitioner Research Programme ⁷)/Research Boot Camp)		Increase in research activity including publications and grant applications.	Annual programme	
9. Increase in Research Activities (eligibly funded and FEC) NHS Lothian/HEIs	1. Ongoing scanning and discussion of research funding opportunities that fit with Lothian NMAHP research priorities	Lothian NMAHP Research Groups NMAHP Researchers	Quarterly summary of NMAHP funding opportunities.	End 2010 and ongoing	
	2. Identification of appropriate collaborative clinical/academic research teams to respond to calls and conduct research.		Increase in NMAHP involvement in multidisciplinary research collaborations and as co-grant holders. Data capture on grant submission and numbers awarded - i.e. success rates.	Ongoing with annual review.	

⁷ Practitioner Research Programme is a yearlong programme that aims to introduce practitioners without previous experience to the research process and supports them to undertake a small research project. It includes commitment from the employer, facilitated workshops and mentorship support.

Vision Statement	Actions	Responsibility	Measures of success	Timeframe
10. Influence of NMAHP Researchers	<ol style="list-style-type: none"> 1. Identify and evaluate existing contribution that NMAHP researchers making to local, national and international research and policy forums (Committees, Working Groups). 2. Identify expertise and potential gaps/opportunities to increase participation. 3. Actively promote NMAHP researcher involvement in initiatives and bodies that will shape relevant policy / service developments. 	<p>Lothian NMAHP Research Development Group Nurse Director AHP Director R&D Director</p>	<p>Development of NMAHPs who are acknowledged as national and international experts as a consequence of their research activity.</p> <p>Identification of impact of this research engagement and activity</p>	Ongoing with annual review.
11. Performance in Research Excellence Framework	<ol style="list-style-type: none"> 1. Collaboratively produce and share information on the REF and REF aims. 2. Produce proforma data gathering forms on REF outputs and impacts. 3. Ensure adequate discussion of mechanisms for sharing outputs regarding the REF. 4. Focus on what it is about the NMAHP Research Framework that will enhance research environment 	<p>Academic Leads</p> <p>Lothian NMAHP Research Development Group</p>	<p>Capture of Lothian outputs and impacts that build comprehensive picture of research environment.</p> <p>Improved performance in REF focusing on:</p> <ul style="list-style-type: none"> • grants (especially with NMAHP as Chief Investigator) • publications (esp. with NMAHP as 1st author) • Knowledge Exchange Impact 	In line with REF timescales.

Vision Statement	Actions	Responsibility	Measures of success	Timeframe
12. Lothian Recognised as one of top NMAHP Research Locations in UK.	<ol style="list-style-type: none"> 1. Formalise communication channels between NMAHP Research Group and NHS Lothian R&D. 2. Disseminate this good practice of NHS and HEI collaboration. 3. Formally evaluate and disseminate CARC pathway. 4. Produce e-journal/newsletter of Lothian NMAHP research activities. 5. Run NMAHP research conference in Lothian. 6. Support PhD and professional doctorate applications. 7. Monitor and disseminate REF activity. 8. Contribute as a Lothian group to national and international arenas. 	NHS Lothian R&D Capacity Development Team, Research Leads (HEI), Nurse/AHP Leaders	REF standing University league tables, post graduate and doctoral completion rates Reputation and ability to attract experienced researchers. Increase in research income and publications Recognition of NMAHP research as core activity for NHS and HEIs.	5-10 years

Glossary

Academic Leads – Heads of Schools/Departments in University

Lothian NMAHP Research Development Group – current members:

- Juliet MacArthur, Lead Practitioner Research, NHS Lothian
- Dr Janet Hanley, R&D Capacity and Capability Manager, NHS Lothian
- Dr Rhona Hogg, Community Nursing Research Facilitator, NHS Lothian
- Andy Peters, AHP Research Facilitator, NHS Lothian
- Dr Heather Wilkinson, School Director of Research, School of Health in Social Science, University of Edinburgh
- Professor Catriona Kennedy, School Director for Research & Knowledge Transfer, School of Nursing, Midwifery and Social Care, Edinburgh Napier University
- Dr Fiona Coutts, Dean, School of Health Sciences, Queen Margaret University
- Dr Shona Cameron, Senior Lecturer, School of Health Sciences - Nursing, Queen Margaret University

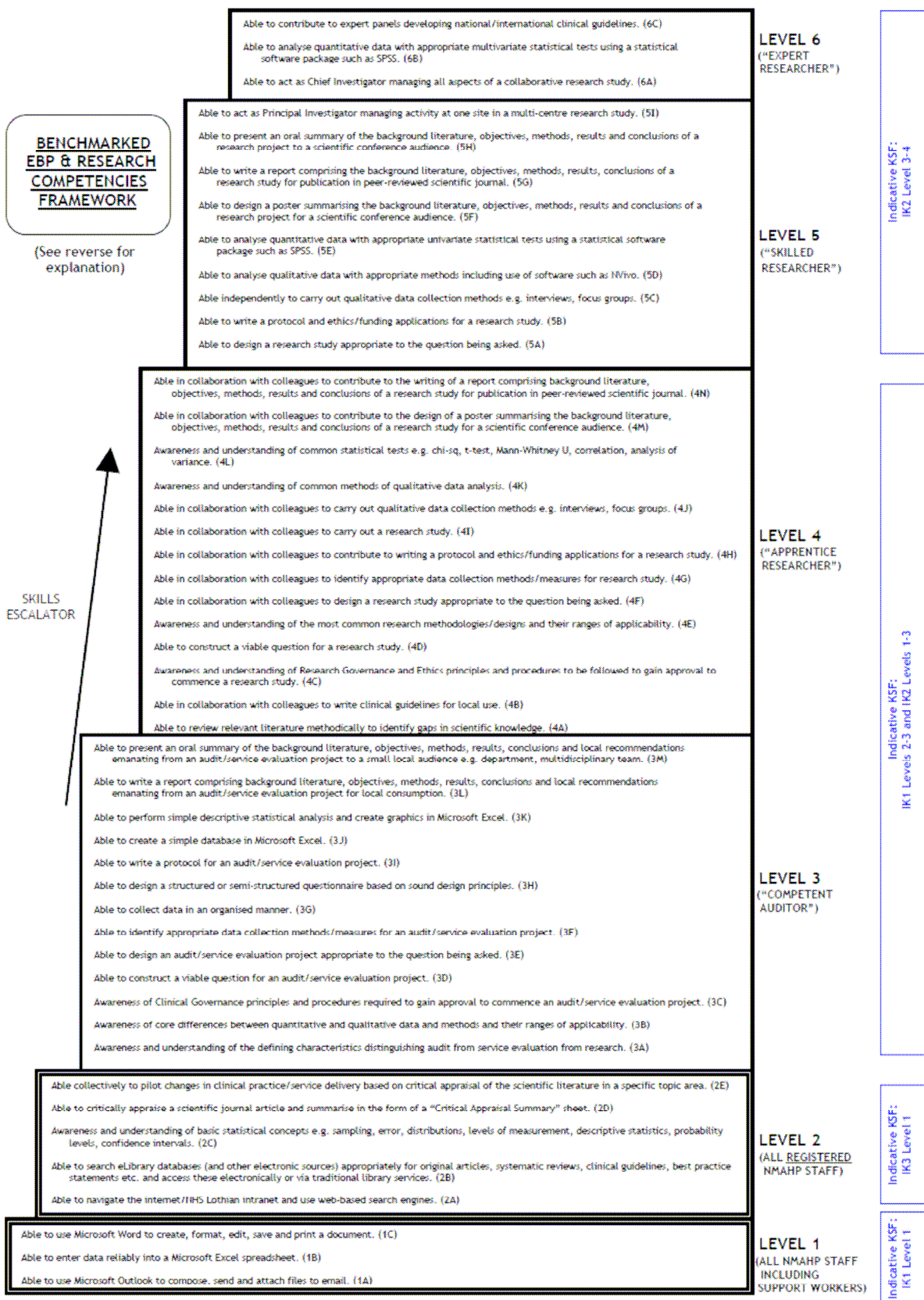
R&D Capacity Team – NHS Lothian Research Manager Capacity and Capability, AHP Research Facilitator, Community Nursing Research Facilitator, Lead Practitioner Research CPPD Department, Research Manager, Clinical Research Facilitators

Research Leads (HEI) – those holding senior positions in Schools with responsibility for research (e.g. Research Director)

References

Chief Scientist Office (2009) *Investing in Research, Improving Health*

Appendix 1 Framework of Evidence-Based Practice and Research Competencies



How to understand and use the framework

- The framework specifies six broad levels of evidence-based practice (EBP) and research competency.
- It details a range of specific competencies associated with each of these six levels.
- The levels and their associated competencies (including the order of these competencies within any level) **should not be viewed too rigidly**. The general direction of travel up the 'skills escalator' is of course from Level 1 to Level 6. However, it is entirely possible for individuals to acquire specific competencies at one level in the hierarchy whilst not necessarily having acquired all those competencies associated with lower levels. For instance, an individual may be competent in analysing quantitative data using SPSS (5E) whilst having little awareness or understanding of common methods of qualitative data analysis (4K).
- The general aim is that:
 - **All NMAHP staff including Support Workers and Assistants** should be able to demonstrate mastery of all the specific competencies comprising **Level 1**.
 - **All registered NMAHP staff** should be able to demonstrate mastery of all the specific competencies comprising **Level 2**.
- Individual members of staff and their managers might wish to use the framework as a general guide to assist in **planning appropriate personal development objectives** in this area of competence. (Indicative "mappings" with KSF dimensions and levels are shown – these should not be regarded as definitive however – this framework is not intended as a substitute for KSF in these skills areas).
- NMAHP services might wish to use the Framework (particularly the specifications in Levels 1 - 3) as the basis for **planning co-ordinated programmes of training in EBP and research competencies**.