

The IWF can be used to build a **visual profile chart** to describe a research role.

The method represents a clinical research role as a circle made up of segments filled by the domains of the IWF. Using the IWF is a process that works well as part of a conversation or individual reflection.



The IWF can support:

- Personal Review and Development Plans
- Job Descriptions
- Recruitment
- Indicative Learning and Development Resources
- Team Management
- Career Planning
- Planning the future workforce

A **quick start guide** and **role profile chart template** are available as part of the paper based resource pack: <http://bit.ly/NIHRCRN-IWF>

The IWF digital tool is now available:

<https://iwf.nihr.ac.uk/>



Using the IWF tool can help you to:

- Compose and store your own role profiles
- Clarify your skill strengths
- Identify your learning needs
- Decide on your next development steps
- Share your role profile
- Browse role profiles shared in a library
- Describe a role you wish to recruit to

Please tell us what think of the IWF tool and what you use it for by dropping an email to iwf-queries@nihr.ac.uk

If you would like to know more, please contact the NIHR Clinical Research Network National Coordinating Centre for information.

t: 0113 34 32314 | e: crncc.info@nihr.ac.uk

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Integrated Workforce Framework



The research workforce is a vital resource for the NHS. Their skills and expertise ensure that patients and the economy benefit from a vibrant research culture as an integral part of healthcare for all.

The NIHR CRN Integrated Workforce Framework (IWF) provides a consistent and accessible way of describing the research workforce and what they do. The IWF supports informed and productive conversations about this workforce using a common language.

The IWF is designed as a resource for employers and others to use as part of their approach to supporting their research workforce. The IWF can complement local resources and development approaches or can stand alone to support the research workforce in practice.

The structure of the IWF is based around three Domains: Clinical Research, Clinical Context and Leadership, as illustrated below in the circle diagram representing a role.

The IWF assumes that all research roles are made up of these three domains.



The white core of the role represents the Research Purpose and Landscape commitment expected for all roles.

Research Purpose and Landscape

“Anyone with a research role will be committed to improving healthcare through design and conduct of excellent clinical research that ensures safety, promotes quality and is undertaken with respect and compassion. This is represented by the white centre of the circle and aligns with the NHS Constitution and NIHR Vision.”

DOMAINS	ELEMENTS	LEVELS
Clinical Research	Ethics	Awareness Core Intermediate Advanced
	Research Development & Regulation	
	Science & Research Design	
	Clinical Studies Operations	
	Study & Site Management	
	Data Management & Informatics	
	Communication & Research Relationships	
Clinical Context	Clinical Governance	Awareness Core Intermediate Advanced
	Patient Care Pathway	
	Clinical Communication	
	Clinical Care	
Leadership	Leadership	Awareness Core Intermediate Advanced
Research Purpose and Landscape		

Each of the 3 Domains of the IWF is represented by Elements. The Clinical Research Domain is represented by 7 Elements, developed from existing, well trusted resources, including the RCN Competency Framework for Clinical Research Nurses (2011) and the Harmonized Core Competency Framework for Clinical Research Professionals (2014).

The Clinical Context Domain of the IWF is configured as 4 Elements for specific reference to clinical governance, the patient care pathway and clinical communication, as well as care. The Leadership Domain points to NHS standards, including the Developing People - Improving Care Framework.

Components within each Element of the IWF describe activity and associated knowledge.



The Levels

The IWF has 4 Levels that are indicative for responsibility and skill. Levels are applied to each of the Elements and can apply to distinct Components within an Element if required.

The minimum Level is Awareness, stepping through Core and Intermediate Levels, to Advanced.

Variables that apply in a role context

A research role described using the IWF will sit within the context of the research. To identify the IWF Level required, variables that apply to this environmental context need to be considered for the role, including:

- frequency and exposure to activity
- complexity of patient population and research environment
- predictability of the situation
- availability of access to someone with complementary skills