Professional competencies for Clinical Research Nurses/Midwives across 3 grade bands

Clinical Research Nurse/Midwife (CRN/M) positions are undertaken by registered nurses or midwives who have the appropriate level of clinical skills, research awareness, and professional specialisation within a health and/or clinical environment to support and contribute to academic teams primarily involved in clinical research. The registered nurse and midwives who work in CRN/M roles frequently make fieldwork/clinical research a career specialty and the three levels of professional competency recognise and support the development of speciality practice. The three levels of the CRN/M Professional competencies differentiate between the requirements of different CRN/M positions and will be used in conjunction with the General Staff Performance & Development Review competencies.

Band 1	Band 2	Band 3
CLINICAL		
- In relation to specific patients ensures that research protocols/SOPs are adhered to. - Manages own participant case load. - Communicates and assesses using nursing skill in accordance with scope of practice. - Follows directions to undertake necessary clinical procedures - Supports the giving of information, education and support to participants and family/whanau - Works under direction to complete research documentation.	- Where delegated ensures research protocols/SOPs are adhered to. - Manages own participant case load, and supports selected members of the team - Communicates, assesses and undertakes necessary clinical procedures using nursing skill and expertise in accordance with scope of practice. - Gives information, education and support to participants and family/whanau - Ensures research documentation is timely, accurate, and consistent.	- Ensures that research protocols/SOPs are adhered to within area of responsibility. - Manages own participant case load, and/or provides supervision to selected staff - Liaises with stakeholders re recruitment - Communicates and assesses using nursing skill and expertise - Undertakes necessary clinical procedures in accordance with scope of practice. Instructs others as necessary. - Ensures information, education and support is given to participants and family/whanau - Ensures research documentation is timely, accurate, and consistent.
CLINICAL TRIALS		
Follow instructions or directions	Follows instructions or directions to ensure that trial specific investigations are undertaken as required by the trial protocol.	Ensures that trial specific investigations are undertaken as required
FIELDWORK/CLINIAL RESEARCH		
- Demonstrates circumscribed understanding of the CRN/Ms role in relation to the context of research - If required 'pilots' the research protocols and patient information sheets. - Works in accordance to agreed research governance standards or GCRP. - Follows the research protocol and points out any evolving issues. - Follows strategies for the screening and recruitment of participants. - Ensures own research data are collected in timely, accurate, and consistent way. - Provides information as required to senior research nurse/project manager.	- Demonstrates specific understanding of the CRN/Ms role in relation to the context of research Contributes to ideas about research - Works in accordance to agreed research governance standards or GCRP - Works within the parameters set out by the research protocol. - Facilitates the informed consent process - Reports participant recruitment issues - Takes part in ensuring own research data are collected in a timely, accurate, and consistent way. - Follow procedures for storage and eventual destruction of research data - Assists in providing information for the production of writing or reports.	- Demonstrates wide understanding of the CRN/Ms role in relation to the context of research - Works in collaboration to identify researchable topics - Works to implement agreed research governance standards or GCRP - Completes research funding + ethics applications - Takes responsibility for ensuring conduct of specified research team - Contributes to strategies for participant screening and recruitment. Notes recruitment issues and works to resolve - Works to ensure all research data are collected in a timely, accurate, and consistent way - Implements policy re storage and eventual destruction of research data - Provides information as required and comments on data analysis/ interpretation.

Band 1	Band 2	Band 3
EDUCATION AND TRAINING		
• Takes part in professional development • Has a working knowledge of specific research methodologies and methods. • Continues professional development • Within specific project maintains an up to date knowledge of current research evidence	• When requested acts as a resource for specific colleagues • Is aware of a range of research methodologies • Forms collegial links with other research nurses • Attends local meetings in relation to research • When requested provides support	• Invited speaker for professional development. • Acts as a local resource • Retains an up to date knowledge of current research methodologies and methods. • Establishes links with other research nurses • Acts as a resource for adequate training and development opportunities.
MANAGEMENT		
• Has awareness of financial management, monitoring, costing work sheets and budgets • Provides cover when directed • Attends meetings relevant to the nature of the job.	• Provides data to support financial management advice and/or monitoring costing work sheets and budgets • Supports the research leadership • Provides support for other research nurses and provides cover when directed • When requested, attends research team meetings. •	• When requested supports financial management advice and/or monitoring costing work sheets and budgets • Supports the leadership across research team(s). • Organises cover for research nurses in their absence and supports other management • When requested assists in HR management • When requested contributes to the development of research protocols/SOP's.
GENERAL		
• Takes personal responsibility for a safe environment and safe patient care Maintains confidentiality at all times.	• Assists others to take personal responsibility for promoting a safe environment and safe patient care by identifying areas of risk • Maintains confidentiality at all times.	• Ensures others take personal responsibility for promoting a safe environment and safe patient care by identifying areas of risk • Implements the maintenance of confidentiality at all times and reports breaches