Research and Evaluation – Critical Evaluation

CRITICAL EVALUATION (6.1)	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
Developmental Descriptors	Demonstrates ability to critically evaluate and review literature.	Demonstrates application of critical evaluation skills in the context of working practice.	Is recognised as undertaking peer review activities within working practice.
Suggested knowledge, skills, experience and behaviours	Demonstrates a working knowledge of different types of study design and the principles of critical evaluation.	Responsible for critical evaluation of literature in area of practice.	Undertakes critical evaluation of literature in area of practice at a higher level (e.g. for peer reviewed journal, for organisation or patient populations).
	Demonstrates ability to compare and contrast different types of study in area of practice.	Responsible for assimilating data/references for evidence base.	Influence on data/reference/evidence base.
	Undertakes critical evaluation of literature in area of practice in relation to individual patients or cases.	Interprets findings of critical appraisal of literature to make recommendations in area of practice.	Develops policies for critical appraisal of literature and leads on recommendations in area of practice.

Research and Evaluation – Identifies Gaps in the Evidence Base

IDENTIFIES GAPS IN THE EVIDENCE BASE (6.2)	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
Developmental Descriptors	Demonstrates ability to identify instances where there is a gap in the evidence base to support practice.	Demonstrates ability to formulate appropriate and rigorous research questions.	Demonstrates ability to design a successful strategy to address research questions.
Suggested knowledge, skills, experience and behaviours	Working knowledge of the evidence base in area of practice.	Makes evidence-based recommendations, and recommendations where evidence is inconclusive.	Is responsible for developing and implementing research strategies, audits and/or service evaluations to address gaps in the evidence base, in area of practice.
	Identifies gaps in evidence base and contributes proposals to address any gaps.	Formulates research questions, having identified gaps in evidence base.	Responsible for addressing gaps in evidence working with the wider team (across boundaries).

Research and Evaluation – Develops and Evaluates Research Protocols

DEVELOPS AND EVALUATES RESEARCH PROTOCOLS (6.3)	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
Developmental Descriptors	Demonstrates ability to describe the core features of research protocols.	Demonstrates ability to design a rigorous protocol to address previously formulated research questions.	Demonstrates active involvement in the critical review of research protocols.
Suggested knowledge, skills, experience and behaviours	Can recognise and describe core features of a research protocol, audit and evaluation.	Draws up a research protocol relating to area of practice, with support.	Has knowledge of funding mechanisms for research, and where appropriate examines local research bids.
	Contributes to audit design.	Develops an evaluation protocol (ideally as part of a team).	Demonstrates critical analysis of a research bid or research proposal.
	Conducts audits and/or evaluations with minimal supervision.	Supervises audits undertaken by team.	Leads on audit across teams at higher level, regionally or nationally.
	Has awareness of ethical issues/approval processes/principles for research/research governance for research in practice.	Working knowledge of the process for ethical issues/ approval processes/ principles for research/ research governance for research in practice.	Leads on consultation issues related to clinical trials.

Principal investigator or part of a PI team for research in practice. |
| | Contributes to research protocols. | Responsible for implementing research protocols within team. | Leads on design of research protocols at a national level. |

Research and Evaluation – Creates Evidence

CREATES EVIDENCE (6.4)	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
Developmental Descriptors	Demonstrates ability to generate evidence suitable for presentation at local level.	Demonstrates ability to generate new evidence suitable for presentation at research symposium.	Demonstrates authorship of primary evidence and outcomes in peer reviewed media.
Suggested knowledge, skills, experience and behaviours	Creates and presents research evidence at local level. Invited to present.	Responsible for undertaking research/service evaluation proposals/projects. Invited speaker/author.	Recognised as lead for research proposals and evaluation and leads research in area of practice leading to publication. Demonstrated through authorship.
	Presents findings of evaluations (research, audit, or service evaluations) to team and/or relevant/ local audience.	Responsible for identifying, supervising, and designing audits or service evaluations. Involved in collaborative audits/ service evaluations.	Leads/is sought for advice on audit and service evaluation design, or as a recognised author/expert.

Research and Evaluation – Research Evidence into Working Practice

RESEARCH EVIDENCE INTO WORKING PRACTICE (6.5)	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
Developmental Descriptors	Demonstrates ability to apply the research evidence base into working practice.	Demonstrates ability to apply research and evidence-based practice within the team and/or service.	Is able to use research evidence to shape policy/procedure at an organisational and/or national level.
Suggested knowledge, skills, experience and behaviours	Changes own practice in response to results or evaluations (audit and research where appropriate).	Develops evidence-based guidelines that are implemented within organisation and/or area of practice.	Develops new services/working practices in response to new evidence.
	Evidence of developing practice in the light of guidelines.	Contributes to developing local guidelines based on national guidelines.	Influences organisational policy in response to new evidence and policy.
	Applies guidelines and evidence in practice. May involve peers and/or junior staff.	Responsible for developing team practice in the light of guidelines and evidence.	Contributes to developing national guidelines.
	Evaluates own practice (research and audit).	Mentors/supports team in practice evaluation (research and audit).	Leading edge teaching and practice support of research and audit in area of practice.

Research and Evaluation – Supervises Others Undertaking Research

SUPERVISES OTHERS UNDERTAKING RESEARCH (6.6)	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
Developmental Descriptors	Demonstrates understanding of the principles of research governance.	Is able to contribute to research supervision in collaboration with research experts.	Is a research project supervisor for postgraduate students.
Suggested knowledge, skills, experience and behaviours	Supervises audits of junior staff.	Actively engaged in research in area of practice and/or specialist group or association.	Leads on national research in area of practice and/or specialist group or association.
	Working knowledge of relevant committees who have oversight over research and development (R&D).	Actively contributing to relevant committees who have oversight over R&D (eg: Ethics and R&D committees).	Leads/contributes to national committees who have oversight over R&D.
	Working knowledge and understanding of research governance and policies (Good Clinical Practice (GCP)).	Actively contributes to research governance and policies (GCP).	Leads on research governance and policies (GCP).
	Contributes to data collection and audits and/or service evaluations.	Supervises and responsible for others' data collection and audits and/or service evaluations.	Leads/supervises and/or supports others undertaking audits, service evaluations or research.

Research and Evaluation – Establishes Research Partnerships

ESTABLISHES RESEARCH PARTNERSHIPS (6.7)	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
Developmental Descriptors	Demonstrates ability to work as a member of the research team	Demonstrates ability to establish new multidisciplinary links to conduct research projects	Demonstrates ability to show leadership within research trams concerning the conduct of specialist research.
Suggested knowledge, skills, experience and behaviours	Participates in research projects, evaluations and/or clinical trials as part of a team.	Coordinates research projects for team.	Initiates and undertakes research as part of a research team at a higher level, or across organisations or sectors.
	Participates in evaluation of area of practice.	Identifies opportunities for audit, service evaluation and research in area of practice (local and national agenda). Complies with research governance and its application locally (local committees etc).	Designs, plans and evaluates research on behalf of team, organisation, speciality area.
	Knowledge of local research networks.	Develops collaborative networks with multidisciplinary/ multiagency professionals in order to do work with them.	Initiates and co-ordinates opportunities for collaborative research with multidisciplinary/ multiagency teams.