



Welcome to the UK-REACH Newsletter 2024



A word from the Principal Investigator, Professor Manish Pareek

As UK-REACH approaches its fourth anniversary, I am pleased to share an update on the work we have undertaken, new initiatives and how you can get involved. As always, I am extremely grateful for you all taking the time to be part of UK-REACH. Your responses have been critical to the ongoing success of the study and I want to thank you all. Please do get in touch if you have any queries or comments.



New UK-REACH Sub-Study: Increasing retention of healthcare staff from ethnic minority groups (I-CARE)

We are pleased to have been awarded funding from the National Institute of Health Research (NIHR)'s Health and Social Care Delivery Research (HSDR) Programme to work with the UK-REACH Cohort to understand issues that contribute to staff leaving or remaining working within the NHS, and consider when and why might this differ for staff from minoritised groups. Alongside the continuing cohort study we will consider how NHS policies and practices influence retention and attrition. We will also look at data from the Electronic Central Record and Staff Surveys to understand the overall picture, and conduct interviews to understand the issues from different individuals' perspectives. Ultimately, we aim to improve retention of NHS staff, particularly those from minoritised groups, by informing improvements to NHS policies, practices and training, developed in collaboration with NHS policy-makers, staff and patients.

As a UK-REACH cohort participant, we will be inviting you to be part of the I-CARE study in the Autumn of this year and this 6th UK-REACH questionnaire will ask you more about things which might influence your decision to continue working or leave your job.

We will also be inviting staff who have joined the UK health care workforce since 2021 to join the UK-REACH cohort so that we include the views and experiences of new staff who might have had a very different experience to those who worked in the NHS before the Pandemic. Please do encourage your colleagues to participate.

The I-CARE project is a collaboration between the University of Leicester, University College London, and the Universities of Surrey, Oxford, Glasgow, and the London North West University Healthcare NHS Trust. It is Co-led by Prof Pareek at Leicester and Prof Kath Woolf at UCL.

It is important that we have your up-to-date details so please log into your account or email us on uk-reach@leicester.ac.uk to let us know if you have changed your name, job, email or postal address.

Thank you!

Participant and Public Involvement

We have welcomed new members into our Professional Expert Panel of Ethnic Minority Health Care workers, known as the PEP. This group represents study participants and helps to make sure that the research we carry out is relevant and appropriate and that information provided by the study team is relevant and understandable. They supported development of the plans for the I-CARE study and reviewed our proposals for the change to working with UK-LLC to support linkage to health records.

We have also set up a new and separate Patient Involvement Panel. This group represents the diverse views and experiences of patients across the country. The group is important to the study as ultimately, the capacity and wellbeing of the Healthcare workforce affects patient care. This group will be involved in reviewing recommendations from the study to ensure that our recommendations are of benefit to patients as well as staff. We are seeking additional PIP members to represent a diverse range of voices. We currently have no members of the PIP who are Black or who are parents of young children. If you would like to recommend someone as a member of the PIP please email us on uk-reach@leicester.ac.uk

Linkage to Health Records

When you joined the UK-REACH Cohort you gave us consent to link to your NHS Health records to help us to monitor health outcomes for health care workers. The way we are doing this is changing. We previously told you that we would be doing this through SAIL databank, hosted by the University of Swansea in collaboration with NHS Digital Health and Care Wales. We are now proposing to join the UK Longitudinal Linkage Collaboration (UK-LLC) which uses similar infrastructure within the SAIL Databank, the Secure e-Research Platform UK (SeRP-UK) and NHS Digital Health and Care Wales, to link research data to health records for a number of longitudinal cohort studies.

Full details on this can be found in the longer article below and on our website. We have also updated our privacy notice to incorporate this change. You can find more information and the new privacy notice here: <https://uk-reach.org/main/participants/>

Results from the Study to date

We have published, and continue to publish, a number of papers from this study, all of which you can find on our website at <https://uk-reach.org/main/publications/>. Here's a summary of one of them, which considered workforce attrition and has informed the new I-CARE study:

Attrition of the Healthcare Workforce and its association with discrimination and feeling undervalued: results from the UK-REACH Study

C. Martin et al, The Lancet, Volume 402, Issue 10405, 9–15 September 2023, Pages 845-848

The NHS is facing a major crisis as increasing numbers of healthcare workers leave their jobs, worsening patient care. A 2022 report highlighted significant shortages of doctors, nurses, and midwives. Data shows that since 2021, staff departures have varied by region, role, and other factors, but the reasons behind these exits are unclear. We surveyed healthcare workers between October and December 2021, finding that nearly half had considered or acted on plans to leave their jobs due to the COVID-19 pandemic. Women, older workers, and those from mixed ethnic backgrounds were more likely to leave, while healthcare scientists were less likely to do so. The findings suggest that feeling undervalued and experiencing discrimination might be driving this trend, and more needs to be done to improve worker retention in the NHS.

More information on UK-LLC

When you joined UK-REACH we asked for your permission to link to your electronic health records. From this year, we are going to be working with the **UK Longitudinal Linkage Collaboration (UK LLC)** and the NHS to do this. It is important to know that researchers will never be able to identify you from your linked UK-REACH and health record data.

This letter explains how the linkage process will happen, how your data will be managed in a safe and secure way, and what this means for you. If you have further questions please contact the UK-REACH Study Team on uk-reach@leicester.ac.uk

Who is UK-LLC?

UK LLC is a national collaboration of UK longitudinal cohort studies, universities, the NHS and UK statistical authorities. It is a unique resource that enables cross-sector research and supports research responses to immediate situations and future policy needs. UK-LLC receives funding from **UK Research and Innovation (UKRI)** through the Medical Research Council (MRC) and Economic and Social Research Council (ESRC).

Who will manage the linkage between my UK-REACH data and my NHS health record data? How is UK-LLC involved?

Linkage to your medical records will still be managed through the NHS (by NHS Digital Health and Care Wales). The NHS will work with the UK LLC to link your health record data to your UK-REACH questionnaire data, and make it available for research in a safe and secure way:

- The NHS will remove identifying personal information (such as your name) from your health records
- The NHS will transfer your pseudonymised health information to the UK Secure eResearch Platform, or SeRP. **No identifiable information will leave the NHS.**
- Within the SeRP, your pseudonymised health information will be linked with your UK-REACH questionnaire data. Any information that could be used to identify you will be removed.
- Your de-identified linked data from UK-REACH participants will be made available to approved researchers via the SeRP Trusted Research Environment (TRE).
- Data in the TRE will not include the name, address, or date of birth, any real world ID numbers (like NHS ID), names of places where you live or work, or the names or IDs of hospitals or other service providers.
- **Researchers will never be able to identify you from your linked UK-REACH and health record data.**

Who can apply to have access to my data?

Access to the anonymised linked data within UK-LLC is very strictly controlled. Only UK-based researchers who have been approved by the Office for National Statistics (ONS), the UK-LLC review panel and the UK-REACH study team will be permitted to access it to conduct research.

Researchers who wish to undertake any analysis on study data are required to go through a strict data access process and will need to be approved by the study team and data access committee. Only research in the public interest will be approved.



How will approved researchers access my data?

Research will access and analyse the linked data within the UK LLC Trusted Research Environment (TRE). No data on individuals will be able to leave the TRE: only aggregated data (such as graphs or tables) may be extracted.

How was the decision taken to manage my data in this way?

The inclusion of UK-REACH into UK-LLC has been approved by the UK-REACH Professional Expert Panel – a group of Health care workers representing the views of participants to ensure that the research stays relevant to the study population and activities are acceptable.

UK LLC's activities are reviewed by a panel of data owners and data experts and a panel of public contributors. UK-LLC make a set of key commitments which they promise to abide by (<https://ukllc.ac.uk/our-promises>).

Can I refuse to have my data used in this way?

You have the right to withdraw your consent for data linkage, or to withdraw from the study altogether if you wish. To do so, contact the UK-REACH Study Team: uk-reach@leicester.ac.uk

I still have questions: what should I do?

If you have any questions please contact the UK-REACH Study Team on uk-reach@leicester.ac.uk

There is an opportunity for study participants to get involved in review of the UK-LLC process by joining the UK-LLC Citizen's review Panel:

CALLING LPS PARTICIPANTS! JOIN OUR UK LLC CITIZEN PANEL.



WHAT IS UK LLC?

UK Longitudinal Linkage Collaboration (UK LLC) is a partnership of the Universities of Edinburgh and Bristol, and over 20 Longitudinal Population Studies, funded by UK Research and Innovation.



THE UNIVERSITY
of EDINBURGH



University of
BRISTOL

No experience
necessary - full
induction
provided

12 months
commitment



Monthly
virtual 2 hr
meetings

Payment &
expenses
provided

WHAT IS THE CITIZEN PANEL?

The Citizen Panel will help UK LLC make decisions about the way LPS data is accessed and used for public health and well-being research.

We are inviting LPS participants to join the panel and share their views.

WHAT DOES UK LLC DO?

UK LLC securely stores and accurately maintains de-identified datasets from longitudinal partner studies. Where consent has been given, these datasets are linked with de-identified, health, non-health and administrative data and made available for public health and well-being research.



To find out more about UK LLC, check out www.ukllc.ac.uk

To register interest or ask questions, please email comms@ukllc.ac.uk

Learning from Speaking-up for safety for Ethnic Minority staff (LISTEN) project

We are supporting another team at the University of Leicester to recruit participants for their study: Learning from Speaking-up for safety for Ethnic Minority staff (LISTEN). Please see the LISTEN project poster below and contact the team directly if you are interested in taking part:



The poster is divided into several sections:

- Header:** 'Learning from Speaking-up for safeTy for Ethnic miNority staff' and 'LISTEN project' (in large orange letters) next to an orange megaphone icon.
- Target Audience:** 'Are you an NHS frontline healthcare professional from an ethnic minority background?' (in dark blue text).
- Project Description:** 'Your views can help us understand how ethnicity and other protected characteristics impact on staff experiences of speaking up about patient safety concerns, and how healthcare organisations can better support staff from diverse groups to speak up and develop a listening culture.' (in dark blue text).
- Aims of project:** 'Our project focuses on the experiences of ethnic minority staff in speaking up for patient safety, and being heard, and challenges in doing so, and how healthcare organisations can better foster an inclusive and open to learning culture.' (in dark blue text).
- What is involved?** 'Participation involves a short (30-45 mins) online interview to discuss your views and experiences of speaking up for patient safety, and being heard, and how organisations can promote an open, listening and inclusive culture. Your participation is voluntary and you can opt out at any time.' (in dark blue text).
- Who can get involved?** 'We would like to speak to staff who come from an ethnically diverse background and work within acute NHS Trusts.' (in dark blue text).
- Interested in taking part?** 'Please get in touch with Dr Joy Spiliopoulos, gs370@leicester.ac.uk, Research Associate in the SAPPHIRE Research Group, University of Leicester' (in dark blue text). To the right is a QR code.
- Logos at the bottom:** NIHR (National Institute for Health Research) logo, Greater Manchester Patient Safety Research Collaboration logo, University of Leicester logo, and Manchester 1824 logo.