# Self-assessment of organisational readiness tool (SORT)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **A.** | **Releasing potential** | **Not yet planned** | **Planned** | **Early progress** | **Substantial progress** | **Established** | **Evidence of decision** |
|  | **Score** | **0** | **1** | **2** | **3** | **4** |  |
| **Our organisation** | |  |  |  |  |  |  |
| A1 | has a system to ‘talent spot’ and support individuals who are active in-service development/ QI to progress on to research |  |  |  |  |  |  |
| A2 | has research role models and named nursing research leaders |  |  |  |  |  |  |
| A3 | identifies and celebrates success in the nursing research related activity |  |  |  |  |  |  |
| A4 | provides ‘research advice sessions’ where nurses can explore ideas for project development |  |  |  |  |  |  |
| A5 | provides help to nurses to navigate research funding submissions, ethics and governance systems |  |  |  |  |  |  |
| A6 | has a finance department that can cost research project involvement for external funding applications |  |  |  |  |  |  |
| A7 | has an active research-related mentorship programme |  |  |  |  |  |  |
| A8 | provides mentorship to nurses to successfully apply for internships and fellowship opportunities |  |  |  |  |  |  |
| A9 | enables the use of awarded grant funding in the manner intended (for example, protected time and spending decisions) |  |  |  |  |  |  |
| A10 | provides nurses with access to research learning opportunities to develop research skills delivered through our R&D department, service development, education, or training departments |  |  |  |  |  |  |
| A11 | provides nurses with access to experts who can advise on developing project proposals |  |  |  |  |  |  |
| A12 | has a mission statement that includes an ambition to do research as a core activity |  |  |  |  |  |  |
| A13 | has a strategic document to support research capacity development for nursing |  |  |  |  |  |  |
| A14 | has a research capacity delivery plan which aims to maximise the use, delivery, collaboration and leadership in nursing research |  |  |  |  |  |  |
| A15 | has a dedicated database of projects that are nurse led or where nurses have contributed |  |  |  |  |  |  |
| A16 | monitors research supervision and successful project development and delivery |  |  |  |  |  |  |
| A17 | develops good news stories of research in our internal and external communications |  |  |  |  |  |  |
| A18 | includes research in our induction process |  |  |  |  |  |  |
| A19 | offers pre-registration research placement opportunities |  |  |  |  |  |  |
| A20 | offers continuing professional development in research |  |  |  |  |  |  |
| A21 | provides opportunities to use research skills and experience of leadership at post-masters |  |  |  |  |  |  |
| A22 | provides opportunities to use research skills and experience of leadership at post-doctoral levels. |  |  |  |  |  |  |
| **B.** | **Embedding research** | **Not yet planned** | **Planned** | **Early progress** | **Substantial progress** | **Established** | **Evidence of decision** |
|  | **Score** | **0** | **1** | **2** | **3** | **4** |  |
| **Our organisation** | |  |  |  |  |  |  |
| B1 | provides protected time for clinical nurses to support research related activities |  |  |  |  |  |  |
| B2 | provides resources (for example, time and/or funds) to support Public and Patient Involvement and Engagement to identify and develop research |  |  |  |  |  |  |
| B3 | develops impact stories from projects where nurses support, participate or lead research |  |  |  |  |  |  |
| B4 | collects case studies of where Public and Patient Involvement and Engagement has made a difference to research |  |  |  |  |  |  |
| B5 | actively communicates to the nursing workforce, clinical managers and executive team about how the involvement of nurses in research has made a difference to services and people |  |  |  |  |  |  |
| C | **Linkages and leadership** | **Not yet planned** | **Planned** | **Early progress** | **Substantial progress** | **Established** | **Evidence of decision** |
|  | **Score** | **0** | **1** | **2** | **3** | **4** |  |
| **Nurses within our organisation** | |  |  |  |  |  |  |
| C1 | take part in research leadership and advisory activities outside our organisation (for example, sitting on ethics committees; funding committees; editorial boards and reviewing papers) |  |  |  |  |  |  |
| C2 | take part in research leadership and advisory activities outside organisations |  |  |  |  |  |  |
| C3 | work with professional bodies and national and regional policy structures to influence the research agenda |  |  |  |  |  |  |
| C4 | are members of forums outside our organisation which support research activity |  |  |  |  |  |  |
| **D** | **Inclusive research delivery** | **Not yet planned** | **Planned** | **Early progress** | **Substantial progress** | **Established** | **Evidence of decision** |
|  | **Score** | **0** | **1** | **2** | **3** | **4** |  |
| **Nurses within our organisation** | |  |  |  |  |  |  |
| D1 | have skills to support Public and Patient Involvement and Engagement |  |  |  |  |  |  |
| D2 | use their expertise to deliver research, including portfolio (commercial and non-commercial) research |  |  |  |  |  |  |
| D3 | who deliver research have their contribution recognised in research outputs (for example, through acknowledgement, co-authorship) |  |  |  |  |  |  |
| D4 | who work at an advanced, specialist, and consultant levels of practice act as principal investigators (PIs) for portfolio research |  |  |  |  |  |  |
| **E** | **Digitally enabled research** | **Not yet planned** | **Planned** | **Early progress** | **Substantial Progress** | **Established** | **Evidence of decision** |
|  | **Score** | **0** | **1** | **2** | **3** | **4** |  |
| **Our organisation** | |  |  |  |  |  |  |
| E1 | provides training for nurses to enable them to practise effectively in a digitally enabled environment |  |  |  |  |  |  |
| E2 | trains nurses to use and interpret data to make improvements to care (using audit, service evaluation or research) |  |  |  |  |  |  |
| E3 | has digital nurse leaders in place who can provide advice and guidance in the use of digital technology in service development |  |  |  |  |  |  |
| E4 | has digital nurse leaders in place who can provide advice and guidance in the use of digital technology in research |  |  |  |  |  |  |
| E5 | has the infrastructure to support visualisation of data using business intelligence tools |  |  |  |  |  |  |
| E6 | has the internal structures that facilitate, support and enable nurse-led digital innovation |  |  |  |  |  |  |
| E7 | has effective partnerships with technology suppliers to support digital developments and innovation that meet the needs of nurses |  |  |  |  |  |  |
| E8 | collects and shares case study examples of improvements to care using digital technology |  |  |  |  |  |  |
| E9 | collects and shares case study examples of improvements to research using digital technology |  |  |  |  |  |  |