

What are health care assistants' experiences of redeployment?

Submission date 28/03/2025	Recruitment status No longer recruiting	<input checked="" type="checkbox"/> Prospectively registered <input type="checkbox"/> Protocol
Registration date 14/04/2025	Overall study status Ongoing	<input type="checkbox"/> Statistical analysis plan <input type="checkbox"/> Results
Last Edited 03/12/2025	Condition category Other	<input type="checkbox"/> Individual participant data <input checked="" type="checkbox"/> Record updated in last year

Plain English summary of protocol

Background and study aims

The proposed study aims to explore the lived experiences of healthcare professionals affected by redeployment, focusing on its challenges and opportunities. Ultimately, this research aims to develop knowledge which allows us to support staff in times of crisis (and post-crisis) and increase the level of resilience within healthcare systems. The research aims to explore the lived experiences of healthcare professionals who have been redeployed into other services, examining the impact on both the staff involved and patient care and experience. It seeks to understand what constitutes a 'good' redeployment and identify the necessary conditions for achieving successful redeployment.

Who can participate?

Participants should be within a healthcare support worker/healthcare assistant role within an NHS Trust or an FT within the Midlands region. They must have experienced redeployment within the last twelve months for at least one shift (and not as part of an agency shift).

What does the study involve?

The study will employ a qualitative approach, specifically a Husserlian approach of descriptive phenomenology, using epistemology. A purposeful sampling method will be used to recruit participants. Semi-structured interviews will be offered either in person or over Microsoft Teams.

What are the possible benefits and risks of participating?

This study aims to improve the experience of redeployment in the future, and therefore this study should ultimately improve working lives; however, recounting these experiences may be distressing and they should consider this if wishing to take part.

Where is the study run from?

Both the University Hospitals of North Midlands and the Midlands Partnership support the study

When is the study starting and how long is it expected to run for?

January 2025 to August 2027. Interviews will take place from September 2025 for a period of up to a year.

Who is funding the study?
Investigator initiated and funded

Who is the main contact?
Ben Richards, ben.richards@open.ac.uk or ben.richards@combined.nhs.uk

Contact information

Type(s)

Public, Scientific, Principal investigator

Contact name

Mr Ben Richards

ORCID ID

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Additional identifiers

Clinical Trials Information System (CTIS)

Nil known

Integrated Research Application System (IRAS)

349764

ClinicalTrials.gov (NCT)

Nil known

Protocol serial number

Nil known

Study information

Scientific Title

What are health care assistants' experiences of redeployment?

Study objectives

Ultimately this research aims to develop knowledge which allows us to support staff in times of crisis (and post crisis) and increase the level of resilience within healthcare systems.

Ethics approval required

Ethics approval required

Ethics approval(s)

approved 18/05/2025, Health Research Authority (2 Redman Place, Stratford, London, E20 1JQ, United Kingdom; +44 (0)207 104 8000; approvals@hra.nhs.uk), ref: 25/HRA/2114

Study design

Multicentre observational health professional phenomenological study

Primary study design

Observational

Study type(s)

Safety, Efficacy

Health condition(s) or problem(s) studied

Lived experiences of healthcare professionals affected by redeployment, focusing on its challenges and opportunities.

Interventions

The study will employ a qualitative approach, specifically a Husserlian approach of descriptive phenomenology, using epistemology. A purposeful sampling method will be used to recruit participants. Semi-structured interviews will be offered either in person or over Microsoft Teams.

Intervention Type

Behavioural

Primary outcome(s)

Healthcare assistant lived experiences of redeployment measured using qualitative interviews at the point of interview, the experience having occurred in the past 12 months for at least one shift and not as a result of an agency shift.

Key secondary outcome(s))

Healthcare assistant perceptions of patient care impact of staff redeployment measured using qualitative interviews at the point of interview, the redeployment experience having occurred in the past 12 months for at least one shift and not as a result of an agency shift.

Healthcare assistant suggestions of what aspects a good staff redeployment would possess measured using qualitative interviews at the point of interview, the redeployment experience having occurred in the past 12 months for at least one shift and not as a result of an agency shift.

Completion date

01/08/2027

Eligibility

Key inclusion criteria

1. Healthcare Support Worker / Healthcare Assistant
2. Impacted by redeployment (at least one shift) in the last twelve months
3. Employed in an NHS Trust or Foundation Trust in the NHSE Midlands Region

Participant type(s)

Health professional

Healthy volunteers allowed

No

Age group

Mixed

Lower age limit

18 years

Upper age limit

99 years

Sex

All

Total final enrolment

20

Key exclusion criteria

Redeployment experience relates to an agency shift

Date of first enrolment

05/09/2025

Date of final enrolment

29/11/2025

Locations**Countries of recruitment**

United Kingdom

England

Study participating centre

Midlands Partnership University NHS Foundation Trust

Trust Headquarters

St Georges Hospital

Corporation Street

Stafford
England
ST16 3SR

Study participating centre
Royal Stoke University Hospital
Newcastle Road
Stoke-on-trent
England
ST4 6QG

Sponsor information

Organisation
The Open University

ROR
<https://ror.org/05mzfcs16>

Funder(s)

Funder type
Other

Funder Name
Investigator initiated and funded

Results and Publications

Individual participant data (IPD) sharing plan

The datasets generated during and/or analysed during the current study will be stored in a publicly available repository – Open University Research Data Online - <https://ordo.open.ac.uk/>

IPD sharing plan summary

Stored in publicly available repository

Study outputs

Output type	Details	Date created	Date added	Peer reviewed?	Patient-facing?
Participant information sheet	Participant information sheet	11/11/2025	11/11/2025	No	Yes

