ISRCTN67766303 https://doi.org/10.1186/ISRCTN67766303

What are health care assistants' experiences of redeployment?

Submission date 28/03/2025	**Recruitment status** No longer recruiting	[X] Prospectively registered [_] Protocol [_] Statistical analysis plan [_] Results [_] Individual participant data [X] Record updated in last year
Registration date 14/04/2025	**Overall study status** Ongoing	
Last Edited 26/11/2026	**Condition category** Other	

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
https://orcid.org/0009-0001-8671-9109

Contact details
The Open University
Walton Hall
Milton Keynes
United Kingdom
MK7 6AA
+44 (0)300 123 1535 (ext 6661)
ben.richards@open.ac.uk

Additional identifiers

Integrated Research Application System (IRAS)
349764

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

Primary study design
Observational

Study design
Multicentre observational health professional phenomenological study

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