



Community for Allied Health Professions Research (CAHPR)

Project Specification: Campaign for the promotion of Fair Contracting for AHPs in research.

Duration: 3 months (negotiable)

Reports to: CAHPR Director/Core team

Works closely with: CAHPR leadership, and Chair NMAHP workforce retention implementation group

Location: Remote/flexible (UK-based)

Start date: TBC

Total funds available for this piece of commissioned work: up to £10,000

Background

CAHPR exists to represent and grow AHP research, ensuring research is at the heart of AHP practice to optimise care. We work on behalf of AHPs in research and promote AHP research.

The Office for the Strategic Coordination of Health Research report (OSCHR report) identified workforce retention as a priority for the health research system, and an implementation group for NMAHPs, supported by the Council of Deans for Health is taking this work forward ([Clinical researchers in the United Kingdom: Building capacity to improve population health and promote economic growth](#))

This project is part of the work identified by both the implementation group and the AHP professional bodies to help AHPs understand research contracts.

Contracting arrangements for allied health professionals undertaking research have been raised as a recurring issue in workforce retention: AHPs moving into or between research posts often face unclear terms around employment protection; what happens at the end of a fixed term contract and how joint contracts between an NHS employer and a host institution should operate. Without accessible guidance, individual AHPs are left to navigate these issues alone, often at a point they are least able to negotiate confidently.

This project is being commissioned by CAHPR to address this issue. We are looking to:

- investigate the current landscape for contracting AHP researchers
- describe the different types of contracts an AHP might encounter, and

- produce a set of frequently asked questions covering employment contracts, employment protection, benefits protection, post contract arrangements and joint contracts,

Project Deliverables

CAHPR want an online information resource for AHPs to confidently negotiate and sign research contracts. We expect the commissioned work to encompass the following:

- Interviews with key personnel to describe the current landscape for contracting AHPs to do research, give examples of good practice and pitfalls to avoid. *Examples of key personnel include Chief Allied Health Professions officers in NHS trusts, HR personnel for research contracts in HEIs, AHP researchers, Dept of Health and Social Care, representatives from NHS England, N Ireland Scotland Wales.*
- Based on these interviews i) identify key areas of knowledge / information required by AHP researchers and ii) create a list of frequently asked questions
- Describe the different types of contracts an AHP might be offered with example contracts and anonymised examples of clauses or wording that need scrutiny and checking (gathered with permission through the interview process), Make recommendations for good HR practice, in-line with employment law.
- Create a FAQ and answers for AHPs to use when negotiating contracts.
- Produce an info guide for AHPs to use when negotiating contracts
- Produce an AI compatible prompt to have an LLM able to help you flag potential issues with contracts.

Award Holder & Sub-Contracted Input

- CAHPR does not expect a single applicant to hold every skill listed below personally.
- Where expertise, particularly employment law/HR practice, is being provided by someone other than the award holder, this should be secured as sub-contracted input within the overall budget.
- Any sub-contracted contributor must be named in the proposal with a short bio confirming their relevant expertise and availability for the project timeframe.
- The award holder remains fully accountable to CAHPR for the quality, accuracy and timely delivery of all sub-contracted work.
- CAHPR contracts only with the award holder. The award holder is responsible for engaging and paying any sub-contractor directly, out of the total funds awarded.
- Proposals should set out clearly how funds will be allocated between the award holder's own time and any sub-contracted input.

Governance, Ethics & EDI

- Time frame and key milestones will be agreed at the outset
- Reporting will be 2 weekly with the Director of CAHPR
- All administration will be done by the award holder
- All materials produced under this commission (interview summaries, FAQ, leaflets, guide and any example clauses) become the property of CAHPR on completion. CAHPR is free to update, adapt and reissue them after the contract ends.

Timeframe

We expect this work to take around three months to complete, primarily driven by the time needed to schedule interviews with senior stakeholders across all four nations.

Resources

Basic Information

[Pay, contracts and pensions - CATCH](#)

Follett Principles

[Implementing Follett principles for HEIs and providers | NHS Employers](#)

OSCHR Report

[Clinical researchers in the United Kingdom: Building capacity to improve population health and promote economic growth](#)

Proposals

Maximum 4 page proposal detailing your approach and costings (including any sub-contracted specialist input - see 'Award Holder & Sub-Contracted Input' above), with your CV and any other contributor information should be submitted by 31st August 2026 to dawn.carnes@cahpr.org.uk.

Please also contact Dawn Carnes if you require any additional information

Award holder: Skills & Experience

The award holder does not need to hold every skill below personally. Where a skill, particularly employment legislation/HR practice, is being provided via a named sub-contractor, please indicate this clearly in your proposal.

- Experience in public policy, social sciences, communications, or health-related discipline.
- Knowledge or access to knowledge about employment legislation, Follett Principles and good HR practice.
- Knowledge of the UK research funding ecosystem, especially charitable funders and public funders relevant to health and care
- Familiarity with CAHPR, AHP research capacity-building, and the AHP Research & Innovation Strategy.
- Excellent written and verbal communication skills; confident facilitator of meetings.
- Comfortable with producing and designing charts/infographics and evidence summaries.
- Project management skills: deadline-driven, structured delivery across multiple partners.
- Equity, diversity, and inclusion expertise: embedding protected characteristics and four-nations equity in campaign design and measures.