

Supplementary File 3. Table 1. Summary and Recommendations

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| Recommendations for normalising research in critical care                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Organisational factors:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <ul style="list-style-type: none"> <li>○ Training: Offer Good Clinical Practice (GCP)/research training for all staff on induction; Research staff running GCP sessions for critical care staff</li> <li>○ Offer research training by research staff for critical care nurses/AHPs to recruit/learn about research processes</li> <li>○ Negotiation of leveraged funding to ensuring staffing and trial continuity; maintain a broad study portfolio</li> <li>○ Work on engagement and links with ED and other research departments in the same NIHR divisions to support teams</li> </ul>                                                                                                                                                                                                |
| <b>Human and Unit resources</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <ul style="list-style-type: none"> <li>○ Offer trainee fellowships to support medical trainees wanting a career in research</li> <li>○ Create rotational nursing posts in critical care, overseen by senior research nurses</li> <li>○ Facilitate reciprocal working between ICU staff and research teams; research staff working in ICU to enhance links and recruitment opportunities</li> <li>○ Create more career structures for doctors, AHPs and nurses working in critical care research (through each of the bands, so there is an identified progression ladder up to the most senior grade)</li> <li>○ Incentivise clinical staff with training opportunities (e.g. create and offer free study opportunities in a clinical area associated with the relevant study)</li> </ul> |
| <b>Clinician factors</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <ul style="list-style-type: none"> <li>○ Communication and interdisciplinary working: Attend senior nurse/clinical meetings in critical care</li> <li>○ Create link nurse positions (to be extended to link trainee positions)</li> <li>○ Ensure early scoping of capacity/equipoise concerns by research team</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Study/trial factors</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <ul style="list-style-type: none"> <li>○ Consider/request trial amendments in studies that are difficult to recruit to</li> <li>○ Engage with and attend unit staff meetings early on in study planning to identify potential study barriers (such as out of hours pharmacy provision)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Patient/family factors</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <ul style="list-style-type: none"> <li>○ Create tools/training/peer review to aid conveying complex information to families and patients</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <ul style="list-style-type: none"> <li>○ Have visible evidence of research activity in the unit (e.g posters) so it is apparent that research is part of routine care</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

