



**Clinical Academic (Research) Careers Scheme
for Nurses, Midwives and Allied Health Professionals
in NHS Lothian**

**Annual Report
2015**

Summary

This is a summary of the fifth Annual Report of the Clinical Academic (Research) Careers Scheme (CARC) for Nurses, Midwives and Allied Health Professionals (NMAHP) in NHS Lothian.

The past year's objectives have largely been achieved. The Scheme now has four sites in operation (Critical Care, Substance Misuse, Weight Management and Telehealth, and Dementia) and progress continues to be seen in terms of doctoral study, progression to senior postdoctoral appointments, grant income, publications, and embedding research in service. A fifth site (Midwifery/Edinburgh Napier University), which will focus on health inequalities in maternity, is close to being established.

The CARC secondments of two Advanced Practitioners (Dr Pam Ramsay and Dr Anne Whittaker) expired as planned during this reporting period. Both post holders have since secured senior postdoctoral appointments which have allowed them to continue their clinical research programmes and generate further grant income.

One CARC appointment at Senior Practitioner (PhD) level has been made over the past year, with Ashleigh Stevens (dietitian) commencing in post in the Weight Management site in February 2015. The focus of her PhD study is weight management in maternity and represents an expansion of the partnership in this site to now include the Tommy's Centre for Maternal & Fetal Health (University of Edinburgh). Ashleigh's appointment means that all available posts have now been filled successfully.

The Management Group has developed a Sustainability Action Plan over the past few months which will be tabled at the 2015 Steering Group meeting.

The commission for the final independent evaluation of the Scheme is currently out to tender. It is hoped that a contract will be signed early in the New Year with a view to receipt of the final report by Q3 2016.

In the short term both the Weight Management/Telehealth and Substance Misuse sites face a degree of uncertainty in terms of academic leadership following the sad loss of Professor Isobel Davidson in October and Professor Lawrie Elliott's imminent move to Glasgow Caledonian University. The Management Group is liaising with the Deans of School at QMU and ENU who have processes in place to establish new site leadership arrangements in the near future.

The Scheme remains within budget, is forecast to remain so over its lifetime, and may in fact underspend. All scheduled income specified under the original CARC agreement has now been credited to the Scheme by the partners.

The main objectives over the next year are to establish new Academic Leads for the Weight Management/Telehealth and Substance Misuse sites, formally establish the Midwifery site, commission the final evaluation, and act on the recommendations in the Sustainability Action Plan.

1. Scope of Report

This is the fifth annual report of the Clinical Academic (Research) Careers Scheme (CARC) for Nurses, Midwives and Allied Health Professionals (NMAHP) in NHS Lothian. It describes the progress and management of the Scheme since the last Steering Group meeting in September 2014.

2. Achievements and Challenges

2.1. Performance against 2014/15 Objectives

The past year's objectives have been largely achieved (see Table). The principal achievements this year include appointing to our second post in the Weight Management site thereby establishing full complement, the acquisition of clinical academic research posts by Dr Pam Ramsay and Dr Anne Whittaker on completion of their postdoctoral CARC secondments, and the development of a funded model for a Midwifery site between NHS Lothian and Edinburgh Napier University. The most significant challenge has been the negotiation process aimed at establishing sustainable posts for our postdoctoral CARC post holders beyond their secondment.

Table. Performance against 2014/15 Objectives.

2014/15 Objective	Progress	Comments
To fully establish the Weight Management demonstration site by recruitment to the second of the two Senior Practitioner posts by Q4 2014 as a top priority.	Achieved Q1 2015	Ashleigh Stevens commenced her CARC post in February 2015
To establish through negotiation sustainable clinical academic research posts at more senior level for Dr Pam Ramsay and Dr Anne Whittaker in the Critical Care and the Substance Misuse sites respectively before the end of 2014.	Achieved Q1 2015	Both post holders have secured clinical academic research positions on completion of their CARC secondments.
To facilitate the establishment of further CARC sites where possible, but especially in Midwifery.	Close to being achieved as of Q4 2015	Midwifery/Edinburgh Napier University site proposal peer-reviewed and agreed verbally. Formal signatures are pending completion of the job evaluation process. Commencement expected Q1 2016.
To disseminate a brief summary of the Scheme to NMAHP and R&D Directors in Scotland by Q4 2014.	Achieved	
To ensure that the Patient and Public Involvement Plans for all four sites are in place and being acted on.	Partly achieved	Yet to receive PPI plan from Weight Management site (although it is close to completion) and request one from Dementia site.

To monitor the progress of all four sites through representation of the Management Group within demonstration site management arrangements and through 6-monthly (12-monthly after first year of operation) Progress Reports.	Achieved	Good Progress Reports received from all sites since the last Steering Group meeting
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2.2. Management of the Scheme

The Management Group (see Appendix A) has continued to meet quarterly since last year's Steering Group meeting. The Steering Group (see Appendix B) continues to meet on an annual basis.

The Scheme funds continue to be managed by NHS Lothian's Research and Development Office Accountant. See Section 3 below for a brief summary of the Scheme accounts.

Administrative support for the Scheme continues to be provided by Edinburgh Health Services Research Unit (www.hsru.ed.ac.uk).

2.3. Progress of Demonstration Sites

2.3.1. Critical Care/University of Edinburgh

This demonstration site, which focuses on improving recovery from critical care, was established in January 2011 and is a collaboration between NHS Lothian Critical Care Directorate and the University of Edinburgh.

2.3.1.1. Activity Senior Practitioner

Corrienne McCulloch's PhD is an examination of the perspectives of patients, family members and nurses on the use of patient diaries in critical care units. She has undertaken the study in NHS Lanarkshire and completed recruitment and data collection 1 month ahead of schedule in June 2014. Since then she has finished data analysis and written the first draft of her findings chapter.

In addition to her academic studies, Corrienne continues to make a positive contribution to conferences and networks and in the past year has presented at the following:

- Scottish Research Nurse & Co-ordinator's Network (SRNCN) 2014 Conference 'Celebrating Clinical Research Nursing in Scotland' 31/10/2014 Dundee. Invited to facilitate two round table discussions: i) *Can a research nurse also be a nurse researcher?* ii) *What training should clinical research nurses undertake if they are going to take informed consent?*
- Invited to represent NHS Lothian as a research nurse and nurse researcher at the launch event of the Royal College of Nursing's 'Future Conversations' project.

- Poster presentation, Scottish Intensive Care Society meeting, St Andrews, Jan 2015. *Qualitative survey of patient and staff perceptions and experiences of communication*, 4th year medical student project on communicating with patients in the ICU. In collaboration between Dr David Swann (ICU consultant, 1st supervisor), Samantha Sii (Medical student), Marie MacKinnon (ICU Deputy Charge Nurse & Patient Experience Group lead), Dr Sheila Rodgers (University of Edinburgh)
- NHS Lothian NMAHP Doctoral student network, June 2015. Invited presentation on 'My PhD Journey'
- Abstract accepted for the British Association of Critical Care Nurses (BACCN) International conference, presenting as part of a symposium with the SCCIRL group - Sep 2015

During the past year Corrienne has also participated in a range of educational initiatives:

- Facilitated tutorials for the Masters of Nursing in Clinical Research students at the University of Edinburgh
- Co-mentored (in her clinical and CARC role) a MN Clinical Research student on placement with the Edinburgh Critical Care Research Group
- Completed the University of Edinburgh 'Introduction to Academic Practice' course which leads to accreditation at Associate Fellowship level with the Higher Education Authority.
- Organised a clinical placement in ICU at the Royal Infirmary of Edinburgh for a student from the University of Gothenberg, Sweden.

The part-time PhD route at the University of Edinburgh is over a 6 year period (the CARC Scheme had identified funding for 5 years part-time) and so Corrienne successfully applied to the Management Group for a 6 month extension to her secondment and payment of Year 6 tuition fees to allow her to complete write-up of her thesis¹. Members of the CARC Management Group who reviewed her application were very impressed with the progress of her studies and the significant contribution that she has been making to the wider research community.

Advanced Practitioner

Dr. Pam Ramsay completed her 4 year secondment to the CARC Scheme in January 2015. She was successful in being awarded a Chief Nursing Officer 'Re-engagement Fellowship' from the Nursing, Midwifery and Allied Health Professions (NMAHP) Research Unit in Stirling and commenced this January 2015. The fellowship is being undertaken at the University of Edinburgh and Pam is now being supervised within the School of Population Health Science by Professor Julia Lawton and Professor Brian McKinstry. The Re-engagement Fellowship funds 0.8 WTE and 0.2WTE is funded by the Critical Care Directorate. Her clinical engagement is now more firmly

¹ Prior to setting up an application process for secondment extensions the Management Group established (i) the principle that such a facility should be available to all post holders studying part-time towards a PhD should they wish to apply at a later date, thereby preserving parity of opportunity across sites, and (ii) that there would be budgetary scope to grant extensions to all post holders should they successfully apply.

focused on direct patient and family contact in the ICU and follow up post-discharge to wards in the Royal Infirmary of Edinburgh.

Pam continues to build on previous funded research focusing on long term recovery and quality of life following critical illness (RECOVER, RELINQUISH and EPIC studies). She has recently been awarded a grant (co-lead with Professor Tim Walsh) from the Health Foundation 'Innovating for Improvement' round 'Supporting patients and families after hospital discharge following critical illness: implementation and evaluation of a novel e-health resource'. This project will test, develop and evaluate an e-health innovation that provides patients and families with information, advice, access to peer and professional support, and strategies for supported self-management post-hospital discharge. The team will evaluate the effectiveness of the innovation by analysing a range of measures including patient satisfaction with the information provided, patient-reported quality of life, acute hospital length of stay, and unplanned readmission rates. The e-health resource was developed from the EPIC study that involved interviews with approximately 120 patients and family members and was a key focus of her work during the latter stages of her CARC post. Pam was recently runner up in the inaugural Scottish NMAHP Research Awards in the category for Innovation for her work on the EPIC study.

As Pam is no longer formally funded through the CARC Scheme she is not required to submit routine reports, however, contact is maintained with her.

2.3.2. Substance Misuse/ Edinburgh Napier University/University of Edinburgh

This demonstration site was established in December 2011 and is a collaboration of NHS Lothian Substance Misuse Directorate, Edinburgh Napier University, and the University of Edinburgh. The focus of the research work is models of recovery and quality of life, with an emphasis on evaluating the impact on substance misuse and family relationships of working with spouses/partners in addition to index patients.

2.3.2.1. Activity Senior Practitioner

Dave Whiteley commenced his 3 year, full-time CARC post and PhD studies at Edinburgh Napier University in March 2014, having been seconded from his nursing post in the Regional Infectious Diseases Unit (RIDU) at the Western General Hospital. His research is a qualitative investigation of the lived experience and quality of life of people with Hepatitis C, both those accessing treatment services and those who do not, in the context of significant recent improvements in medical treatment. His Director of Studies is Professor Lawrie Elliott, with additional supervisory input from Dr Anne Whittaker (ENU) and Professor Sarah Cunningham-Burley (UofE).

Dave has impressed with his academic ability and productivity during the first 18 months of his PhD. Having successfully navigated his RD5 review in Q1 2015, allowing transition to doctoral study, he was subsequently successful in publishing his literature review:

- Whiteley, D., Elliott, L., Cunningham-Burley, S., & Whittaker, A. (2015) Health-related Quality of Life for Individuals with Hepatitis C: A Narrative Review. *International Journal of Drug Policy*, 26 (10), pp 936–949.

As a result of this publication he has been asked to review submitted manuscripts for other peer-reviewed journals in this field.

To date he has recruited 19 study participants from RIDU, Muirhouse Surgery, and services located within the Substance Misuse Directorate, resulting in 22 qualitative interviews. This represents approximately 80% of his study recruitment target and he anticipates completing the vast majority of data collection by February 2016.

In addition to his journal publication he has contributed to a range of conferences and seminars over the past year including:

- Research Skills Lab for HCV/HIV Nurses, London - ran a workshop on *'How to Interpret Qualitative Research'*
- Scotland BBV Nurse Meeting 'The BBV Nurse in the rapidly evolving Infectious Disease landscape' – oral presentation of *'The Evolving Role of the HCV Nurse'*
- Clinical Nurse Specialist Forum - oral presentation of *'PhD or Prof Doc?: Experience so far'*
- RIDU Education Meeting - oral presentation of his study *'Health-Related Quality of Life for Individuals with HCV'* to the wider team at RIDU, which was well-received by his colleagues.
- Substance Misuse Directorate Research Event – oral presentation of *'Hepatitis C and its Treatment: Qualitative Insights into the Contemporary Lived Experience'* - presented same at ENU Postgraduate Conference and received the award for best oral presentation.

In addition to benefiting from a range of learning opportunities at ENU and Edinburgh Wellcome Trust CRF Dave has maintained and developed his clinical and research networks and kept abreast of clinical and service developments. He maintains a regular presence in RIDU and in addition has attended events such as:

- European Society for Social Drug Research Annual Conference
- European Association for the Study of the Liver: 50th International Liver Congress
- World Hepatitis Summit
- Edinburgh Alcohol & Drug Partnership: *Alcohol & Hepatitis C Conference*
- RIDU Education Sessions
- ENU Substance Use and Families Research Group Meetings
- UofE Seminar Series – *Is Addiction Neuroscience Useful?*
- Lothian NMAHP Doctoral Network Meetings
- ENU Seminar Series on a weekly basis recently

Advanced Practitioner

Dr Anne Whittaker's postdoctoral CARC secondment expired as planned in December 2014. Anne was successful in being appointed to a 2 year secondment to Edinburgh Napier University as Senior Lecturer/Reader which commenced immediately afterwards. In her new position she has continued to focus on the various clinical research activities commenced during her CARC secondment. These include:

- Continuation as PI on a qualitative study of '*Service user and service provider accounts of managing the risks and realities of Neonatal Abstinence Syndrome: an exploratory study in Lothian*' funded by ELHF c£39,000
- Successful new grant income as PI – '*Feasibility Trial of Behavioural Couples Therapy as an Adjunct to Opioid Substitution Therapy for Concordant Drug Dependent Parents*' - Chief Scientist Office c£160,000 – jointly with collaborators in Edinburgh and the USA
- Recent outline application as PI to NIHR Public Health Research stream for c£150,000 to support '*Improving Outcomes for Children and Families affected by Paternal Substance Misuse: A Feasibility Study of the Parents Under Pressure (PuP) Programme for Fathers*' – jointly with collaborators in Edinburgh, Australia, and Birmingham.
- One new journal publication in addition to co-authoring Dave Whiteley's article listed above - Whittaker A. Williams N. Chandler A. Cunningham-Burley S. McGorm K. Matthews G. (2015) The burden of care: a focus group study of healthcare practitioners in Scotland talking about parental drug misuse, *Health and Social Care in the Community*, (Early View) doi: 10.1111/hsc.12249
<http://onlinelibrary.wiley.com/journal/10.1111/%28ISSN%291365-2524/earlyview>
- Maintaining active membership of the Substance Misuse Directorate's Research Strategy Group and the CARC site management team
- Membership of ENU's Substance Misuse and Families Research Group within the School's Health Inequalities theme - with Professor Lawrie Elliott, Dr Jan Gill, Dr Jonathan Chick, David Whiteley, and 3 other PhD students
- Continuing involvement with a range of relevant networks including: Scottish Alcohol Research Network, Scottish Mental Health Research Network, and WithScotland (a child protection network).

2.3.2.2. Re-organisation of Substance Misuse Services

Over several months, in the context of very significant financial challenges, discussions have been taking place within Health and Social Care to determine the future management structure of Substance Misuse Services in Lothian,. Whilst waiting for clarity on this issue the site management team has decided that pursuit of approval for the NMAHP Consultant in Substance Misuse post described last year is best 'put on ice' temporarily. The site will return to this important sustainability aspect at the most suitable time.

2.3.2.3. Site Academic Lead

Professor Lawrie Elliott, the site's academic lead, has recently indicated that he will be taking up a new post at Glasgow Caledonian University early in the New Year. Lawrie will relinquish his site lead role but will continue to provide doctoral supervision for Dave Whiteley. Lawrie's leadership, experience, and energy from first conception of this CARC site will be greatly missed and we wish him all the best in his new appointment.

Professor Tracy Humphrey, Dean of the School of Nursing, Midwifery, and Social Care is aware of the need to assign a new Director of Studies for Dave Whiteley and a new academic lead for the site, and is hopeful that both will be resolved before the end of the year.

2.3.3. Weight Management/Queen Margaret University/Edinburgh Napier University/Tommy's Centre

This demonstration site's research programme commenced in November 2013 with a remit to develop and evaluate telehealth-mediated approaches to support self-management in weight management. As described in previous annual reports this site encountered some recruitment challenges which led to a delayed start. Hence, there are limits to the concrete outputs which can be reported at this stage. However, it is pleasing that the site has now appointed to its full complement of two 0.5 WTE Senior Practitioners pursuing part-time PhDs at QMU. Since the last Annual Report the site's Programme Board has established quarterly meetings and comprises Lynne Douglas (AHP Director), Prof Isobel Davidson, Dr Sara Smith and Dr Sandra Drummond (all QMU), Dr Janet Hanley (ENU), Dania Wood (Head of Community Dietetics, NHS Lothian), Andy Peters (CARC Scheme Chair), and the two post holders.

2.3.3.1. Activity Senior Practitioner I

Elizabeth McAnally began her PhD studies in November 2013 to evaluate the use of text messages with behavioural change content in support of self-management among patients attending Tier 3 weight management groups. Her intention is to run focus groups to promote patient co-design of her study. Her supervisory team has comprised Prof Isobel Davidson (Director of Studies), Dr Sara Smith (QMU), and Dr Janet Hanley (ENU). She recently attended her Probationary Review at QMU and is required to make a few minor amendments to her methodology before proceeding further.

Elizabeth continues to work clinically as a community dietitian in West Lothian and has shared her research ideas with the Weight Management Service.

During this reporting period her learning has been advanced by attending a variety of courses including:

- Postgraduate research training classes at QMU including the use of qualitative analysis software NVivo
- Wellcome Trust CRF courses on Qualitative Research Methods and Writing Effective Literature Reviews

Senior Practitioner II

Ashleigh Stevens was appointed to the second Senior Practitioner post in the site in February 2014 whilst working as a dietitian in NHS Fife. She has subsequently left her NHS Fife post, is now providing a clinical service to the Weight Management Service in Midlothian, and has moved house to Edinburgh.

Her PhD study will investigate the effectiveness of telehealth methods in weight management among overweight mothers post-partum. This study represents a collaboration between NHS Lothian, QMU, and the Tommy's Centre for Maternal & Fetal Health (UofE). Her supervisory team consists of Dr Sandra Drummond (QMU) and Prof Rebecca Reynolds (Professor of Metabolic Medicine, UofE and Honorary Consultant Physician).

Ashleigh has attended QMU's postgraduate research training module and a variety of other key courses and seminars (e.g. at Edinburgh Wellcome Trust CRF) to further her research training. Ashleigh has engaged well in her new post and shown a particular interest in establishing patient involvement in her research work.

2.3.3.2. Professor Isobel Davidson

Everyone involved in the site was affected by the distressing news of Isobel Davidson's passing in October this year. Isobel had been unwell for some time but the rapidity of her death left many stunned. Isobel was a woman of intellect, humour, and approachability who will be greatly missed. We would like to record our thanks for the key role she played in developing this CARC site.

Dr Fiona Coutts, Dean of the School of Health Sciences at QMU, has put processes in place which will soon establish both a Director of Studies for Elizabeth McAnally and an academic lead for the site.

2.3.4. Dementia/University of Edinburgh

This site focuses on processes relating to the discharge of people with dementia from general hospital, was established in February 2014, and is funded by the NHS Lothian Research and Development Office and NMAHP Directorate in partnership with the University of Edinburgh (Alzheimer Society Dementia Research Centre) and Alzheimer Scotland. Two post holders have been appointed: the Senior Practitioner is Kenny Davidson, currently Band 5 Staff Nurse on a dementia rehabilitation unit at the Royal Edinburgh Hospital; and the Advanced Practitioner is Dr Sarah Rhynas, formerly Teaching Fellow at the University of Edinburgh (Nursing Studies).

2.3.4.1. Activity Senior Practitioner

Kenny successfully passed his first year review at the University of Edinburgh in March 2015. His PhD study is 'Understanding the Lifeworld of people with dementia and other stakeholders within the discharge process from Orthopaedic Trauma'. His IRAS application is being reviewed by Scotland A Research Ethics Committee at its 26th November 2015 meeting.

Kenny has undertaken the following research training in the last year:

- Research Design - 10 week course at Edinburgh University (for credit)
- Introduction to Qualitative Interviewing - 2 day course at Oxford University
- 2 courses attended at Wellcome Trust regarding submitting to ethics committee.

In addition to monthly supervision he has been involved in the following meetings and networking opportunities:

- Regular meetings with other NMAHPs carrying out research in NHS Lothian (Doctoral Network).
- Attendance at Scottish Government Dementia Strategy (Commitment 11) Steering Group and involvement in deciding upon assurance measures for quality in NHS dementia care.
- Ongoing contact with Professor Kate Galvin, University of Hull regarding proposed Life World methodology.
- Informal observations carried out in Orthopaedic Trauma (RIE).
- Contacts made with senior medical and nursing staff in Orthopaedic Rehabilitation (Liberton Hospital) who are very supportive of his study.
- He maintains a research blog where he reflects on his learning during this experience.

Kenny also contributes to the staff induction programme at the Royal Edinburgh Hospital on caring for people with dementia.

In October 2015 Kenny applied for and was successful in being seconded to Edinburgh Napier University as a 0.5 WTE Lecturer in Mental Health for a period of 2 years. He took up this appointment in November 2015. This secondment is from his Band 5 clinical post at the Royal Edinburgh Hospital. There are ongoing discussions with Edinburgh Napier University about the long term implications of this secondment, but in the meantime Kenny continues as a CARC appointment.

Advanced Practitioner

Dr Sarah Rhynas works part time and therefore is wholly focused on the CARC post. She has an honorary contract with NHS Lothian and has undertaken a number of clinical shifts in the Orthopaedic Unit at the RIE to develop relationships with staff and understand the complexities of discharge processes.

In the last year Sarah has undertaken the following:

- Attended Alzheimer's Europe Conference in Glasgow
- Had regular supervision meetings with Prof. Charlotte Clarke and Dr Juliet MacArthur.
- Submitted a proposal for evaluation of the AHP Dementia Consultant role to NES – unsuccessful but received useful feedback.
- Played lead role in a Photovoice methodology retreat, bringing together researchers from around the UK using this approach to capture data from marginalised groups.

- Been involved in a Challenge Investment Fund Project – innovative project looking at the lives of people recovering from alcohol abuse using photography (Photovoice methodology). This work relates to a previous project with people who have brain damage and memory problems associated with alcohol use. The work is now completed and has been widely publicised including at a reception at the Scottish Parliament.
- Continues to be a co-investigator on a study 'Undiagnosed dementia and new institutionalisation: A study of 100 consecutive discharges from acute hospital to care home' (P.I. Dr Juliet MacArthur, Gibson Trust, £11,800). Sarah will take a lead role in a sub-study involving narrative research of 10 case studies. This will involve supervising the research assistant Azucena Garcia Garrido.

Sarah currently acts as second supervisor for 3 PhD students in Nursing Studies, University of Edinburgh. In the last year she also supervised an MN Clinical Research Student for a 150 hour research practice attachment

Sarah is currently submitting a proposal to The Carnegie Trust for a Research Incentive Grants (maximum £7,500) for a qualitative study 'Leaving Orthopaedics – exploring how staff conceptualise discharge for people with dementia'. This work will inform a larger grant application to the ESRC which will focus on the maintenance of personal identity for people living with dementia while in the acute hospital. It will explore how artefacts of identity are used by patients, staff and family to understand biography and how this understanding informs discharge planning.

Over the past year Sarah has made the following conference presentations:

- 'Exploring the impact of the environment for those on an alcohol recovery journey through Photovoice. RCN International Research Conference, Nottingham, April 2015
- 'Access to healthcare for people recovering from alcohol excess' European Academy of Nursing Science conference, Barcelona, July 2015

and had the following article published:

- Fawcett, T, Holloway, A, Rhynas (2015) 'If I have seen further it is by standing on the shoulders of giants: finding a voice, a positive future for nursing' Editorial. *Journal of Advanced Nursing* 71(6) 1195-1197.

She has also contributed to the following articles:

- Photovoice study paper – currently being developed with Dr Aisha Holloway
- Photovoice methodology paper for BMJ submitted with Professor Angela Tod, University of Manchester
- PhD paper due for completion over the summer

Sarah was a co-recipient of the inaugural Scottish NMAHP Research Award for Innovation for her work on the Photovoice study.

2.3.4.2. Other aspects of the Dementia site

An Advisory Group for the Dementia CARC Site has been established, which involves the two researchers, 3 supervisors, Lynne Douglas, AHP Director, and Professor John Starr, Director of the Alzheimer Scotland Dementia Research Centre. Two meetings have been held in the last year.

The Gibson Trust Study on decision making regarding discharge to care homes continues. The research team also includes Professor Alasdair MacLulich, Dr Susan Shenkin and Dr Jenni Harden. Azucena Garcia Garrido, a Staff Nurse in NHS Lothian, is the research assistant on this project. Data collection is now complete and analysis will commence in September 2015 with a view to dissemination in 2016.

The successful bid made to the College of Humanities and Social Sciences (University of Edinburgh) by Professor Charlotte Clarke to establish an international interdisciplinary research group titled 'Repositioning Risk and Resilience' is now in progress. Sarah Rhynas has been employed in a separate capacity to work for this research group and both she and Kenny have attended related events.

A poster on the Dementia CARC Scheme '*Exploring Discharge of People Living with Dementia from Acute Hospitals*' was displayed at the NRS Conference on 28th October 2015.

2.4. Incorporation of Demonstration Site 5 (Midwifery)

Our planned fifth CARC site, which is focusing on 'Building knowledge to reduce health inequalities in maternity care provision in the East of Scotland' is now very close to being formally agreed.

This site's funding model is slightly different to the others, being a collaboration between NHS Lothian Women's Services, NHS Lothian Research & Development Office, and Edinburgh Napier University. The Tommy's Centre (University of Edinburgh) is also a research partner in the site. The site agreement has yet to be signed but verbal agreement has been largely achieved and circa £370,000 will be committed by the partners over a five year period.

A structure comprising three levels of the clinical academic research career pathway is proposed, with each post focusing on a different aspect of the overall research programme as follows:

- Postdoctoral - one (1.0 WTE) Consultant Midwife/Associate Professor – Evaluation of the effectiveness of '*The 1-2-1 Midwifery Model*' compared to routine antenatal care provision in relation to maternal and neonatal outcomes
- PhD - one (0.5 WTE) Senior Practitioner (5 year secondment) - Effectiveness of '*The Prepare Pregnancy Pathway*' combined with '*Motivational interviewing*' provided by a specialist substance misuse midwife in changing health behaviours (smoking, alcohol & drug intake) and maternal and neonatal outcomes

- Masters by Research - one (0.5 WTE) Senior Practitioner (2 year secondment) - To specify, establish, operationalise and evaluate the effectiveness of a community of practice 'Midwife Moderated Social Networking Group' to increase breastfeeding success and improve dietary intake in postnatal women from lower socio-economic groups.

As per the Dementia site we intend to incorporate this site into the management arrangements of the Scheme, hopefully in Q1 2016 following ratification at the 2015 Scheme Steering Group Meeting.

2.5. Final Evaluation

The specification for the final independent evaluation of the Scheme was advertised nationally in October 2015. The value of the tender is capped at £15,000. The study will evaluate the impact of the Scheme since its inception in 2011 from multiple perspectives e.g. satisfactory progress being made regarding: completion of doctoral research training, completion of research studies, journal publications and conference presentations, grant income generation, impact on service delivery, development, and research culture, impact on universities' REF submissions, perceptions of multiple stakeholders (e.g. post holders, CARC Scheme Management and Steering Groups, clinical-academic research collaborative teams, host clinical services).

Six organisations submitted an Expression of Interest and four have been invited to submit a full application by 1st December, 2015. Interviews have been scheduled for mid-January with a view to commencement of a maximum 6-month contract in February 2016.

2.6. Sustainability Action Plan

The Scheme Management Group has spent considerable time over the past year drafting a Sustainability Action Plan which was distributed to all stakeholders for consultation in July. The paper was re-drafted following this process and the current version will be tabled for consideration and approval by the Scheme Steering Group in December 2015.

The Sustainability Action Plan considers the sustainability of the CARC Scheme model and the career trajectories of CARC post holders separately.

In terms of the pilot model itself the Management Group believes that proof of concept has been largely established and rules out the need for developing a broad, multi-site, partnership-based 'CARC Scheme 2'. It recommends instead the development of individual CARC sites on a case-by-case basis in a targeted approach reflecting the shared priorities and research interests/expertise of NHS Lothian and its partner universities going forward, as per the Dementia and Midwifery sites.

Several actions for the Management Group are specified in the Plan:

- To ensure by January 2016 that the partner organisations update their contributions to the 'Lothian NMAHP Research Priorities Mappings' established in 2012.

- To advise that future CARC site proposals should take a pragmatic and flexible approach to both the career framework levels at which posts are established and the professions and employing organisations from which individuals are recruited (whilst remaining mindful that NMAHPs still may not have the level of opportunity for research training support enjoyed by some other professions).
- To advise that future CARC site proposals comprising broader partnerships (e.g. other universities, local authorities, other health boards, and third sector organisations) are to be welcomed
- To continue to contribute to discussions at Scotland level and advocate the development of a workable national approach to supporting clinical academic research career pathways for NMAHPs.
- To support potential new sites by providing a CARC Implementation Toolkit currently being developed nationally.

In terms of individual career trajectories the Management Group has identified the main sources of support in Scotland for clinical research activity at more advanced career levels (i.e. NRS Career Researcher Fellowships and Researcher Support funds) but recognises that these fall short of a *career* pathway per se. Substantive NMAHP posts in NHS Lothian at the mid-high levels of specialism/seniority rarely, if ever, specify research skills, knowledge, and evidence of research activity as an essential requirement. Hence the Management Group believes it should commit to two further actions:

- To initiate discussions with CARC post holders and demonstration site partners regarding the career sustainability options 18 months prior to the expected expiry of the post holder's CARC secondment/fixed term contract.
- To initiate discussions with NHS Lothian's Executive Nurse Director and AHP Director to explore the scope for NMAHP workforce planning to establish career opportunities at middle to senior levels (e.g. Advanced Nurse Practitioner, Clinical Specialist Physiotherapist, NMAHP Consultant) where research skills and activity are defining characteristics of the job description and job specification.

2.7. Dissemination Activities

The Management Group prepared a brief summary update of the Scheme which was distributed to the Nurse and AHP Directors, R&D Directors, and Heads of School throughout Scotland several months ago.

The Management Group has recently decided to write an article on the lessons learned in running the Scheme, with a view to publication in a peer-reviewed journal.

2.8. National Developments

2.8.1. Scottish CARC Summit

A Scottish NMAHP CARC Summit was held at the University of Stirling in February 2015 which brought together many of the key individuals from academia and the NHS including members of the Lothian Scheme. This was an opportunity to take stock of the national landscape, learn about models elsewhere, and consider the future for CARC pathways in Scotland. A summary

report was produced by the NMAHP Research Unit which is being considered by the Chief Nursing Officer for Scotland.

2.8.2. CARC Implementation Toolkit

The Management Group has contributed to a process of developing a CARC Implementation Toolkit which is being led by the Association of UK Acute Hospitals. This should be a useful tool which will provide guidance for collaborations who are considering developing a new CARC site.

3. Accounts

This accounting report applies to the Critical Care, Substance Misuse, and Weight Management/Telehealth demonstration sites only. At time of writing the total scheduled income under the partnership agreement of £803,832 had been credited to the CARC Scheme account by the partners. The Scheme remains within budget and a forecasting exercise carried out by the Scheme's Management Accountant in June 2015 indicates that there may be an approximate £70,000 underspend across the lifetime of the three sites (i.e. to March 2020).

4. Objectives 2015/16

The main objectives for the CARC Scheme Management Group over the next year are:

- To establish new Academic Leads/Directors of Study for the Weight Management/Telehealth and Substance Misuse sites by Q1 2016.
- To establish the Midwifery site by Q1 2016
- To commission independent researchers to conduct the final evaluation of the Scheme by Q1 2016, and to consider the recommendations of the evaluation report by Q3 2016.
- To support Corrienne McCulloch to successful completion of her PhD by Q3 2016.
- To support Elizabeth McAnally to successful transition to doctoral study via her Probationary Review by Q1 2016.
- To proceed with the actions specified in the CARC Sustainability Action Plan, including providing support to Corrienne McCulloch and Dave Whiteley as they consider their career pathway options beyond their CARC secondments.
- To ensure that the Patient and Public Involvement Plans for all sites are in place and being acted on by Q3 2016.
- To consider adoption of the CARC Implementation Toolkit on its release to support the development of further sites locally.

- To identify the focus and potential for a sixth CARC site based on NHS Lothian priorities and local academic expertise by Q3 2016.
- To monitor the progress of all four sites through representation of the Management Group within demonstration site management arrangements and through 6-monthly (12-monthly after first year of operation) Progress Reports.

5. Appendices

Appendix A. Membership of Management Group

NHS Lothian

Andy Peters, AHP Research & Development Facilitator (Chair)
Dr Juliet MacArthur, Chief Nurse Research (Vice-Chair)
Dr. Janet Hanley, Research Manager (Capacity and Capability)

School of Nursing, Midwifery & Social Care, Edinburgh Napier University

Dr Susan Watt, Senior Lecturer

School of Health Sciences, Queen Margaret University Edinburgh

Dr. Sara Smith, Senior Lecturer

School of Health in Social Science, University of Edinburgh

Dr Sheila Rodgers, Head of Nursing Studies

Appendix B. Membership of Steering Group

NHS Lothian

Professor David Newby, Director, Research and Development Office (Chair)
Lynne Douglas, AHP Director
Prof. Michael Brown, Consultant Nurse, Learning Disabilities
Geoff Hunter, Senior Personnel Manager
Glen Merritt, Management Accountant Assistant, R&D Office

Edinburgh Napier University

Professor Tracy Humphrey, Dean of School of Nursing, Midwifery and Social Care

University of Edinburgh

Professor Charlotte Clarke, Head of School of Health in Social Science

Queen Margaret University Edinburgh

Dr. Fiona Coutts, Dean of School of Health Sciences

NHS Education for Scotland

Dr. Lesley Whyte, Programme Director, Nursing and Midwifery