



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

**Annual Report
2016**

Summary

This is a summary of the sixth 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 most significant achievement has been the establishment of a fifth site in Midwifery/Edinburgh Napier University which commenced officially in September 2016 with 3 new post holders.

In the other four sites (Critical Care, Substance Misuse, Weight Management and Telehealth, and Dementia) progress continues to be seen in terms of advancement towards completion of PhDs, submissions for journal publication, and embedding research in service.

Former CARC Advanced Practitioners Dr Pam Ramsay and Dr Anne Whittaker have continued their research programmes within NHS Lothian whilst holding posts at Edinburgh Napier University. Anne Whittaker recently won an NIHR grant of c£320k as PI on a feasibility study of the Parents Under Pressure approach with drug-using fathers.

In the Weight Management/Telehealth site the supervisory arrangements for both post holders have been clarified and strengthened over the past year. However, the role of Academic Site Lead remains vacant and this is being addressed as a priority by QMU.

The final independent evaluation of the Scheme was commissioned earlier in the year and carried out between March and August. The evaluation report highlighted the chief achievements of the Scheme to date: 45 conference presentations, 106 training courses completed, 17 journal publications, establishment of 10 research groups, over £1.2m of research grant income, and service impact in terms of the development of a web-based support programme for post-discharge ICU patients and their families. Several recommendations were made which the Management Group is currently addressing. Chief among these is finding solutions which build sustainable career pathway opportunities for post holders beyond their CARC secondments.

The Management Group is currently preparing a paper on the development and running of the Scheme with a view to publication in a peer-reviewed journal.

The Scheme remains within budget and is forecast to underspend over its lifetime. There is a small amount of income currently outstanding in the Dementia site budget.

The main objectives over the next year are to establish a new Academic Site Lead for the Weight Management/Telehealth site, to support Corrienne McCulloch and David Whiteley to successful completion of their PhDs, to support further research outputs in the Weight Management and Dementia sites, to establish a partnership agreement for a sixth CARC site, to pursue the Sustainability Action Plan particularly regarding work force planning proposals and discussions at national level around NMAHP CARC career pathways, and to act as a pilot site for the national CARC Implementation Tool being launched in November 2016.

1. Scope of Report

This is the sixth 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 December 2015.

2. Achievements and Challenges

2.1. Performance against 2015/16 Objectives

The past year's objectives have been largely achieved (see Table). The principal achievements this year include re-establishing the supervisory arrangements in the Weight Management site, establishing the Midwifery site, identifying and supporting at least four other areas with potential for the development of further CARC sites, and commissioning the final independent evaluation of the Scheme. The most significant challenge, as per previous years, has been the negotiation process around establishing sustainable clinical/research career options for post holders beyond their CARC secondment.

Table. Performance against 2015/16 Objectives.

2015/16 Objective	Progress	Comments
To establish new Academic Leads/Directors of Study for the Weight Management/Telehealth and Substance Misuse sites by Q1 2016.	Partly achieved	New supervisory team member (Dr Douglas McBean) for Elizabeth McAnally achieved Q2 2016. New academic site lead established for Weight Management site Q2 2016 but subsequently retired. New academic site lead (Dr Jan Gill) established for Substance Misuse site Q1 2016
To establish the Midwifery site by Q1 2016	Achieved	Agreement signed off Q1 2016, all 3 CARC appointments made, site commenced Q3 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.	Achieved Q3 2016	Final evaluation report received and recommendations being considered by Management Group.
To support Corrienne McCulloch to successful completion of her PhD by Q3 2016.	Ongoing	Likely that submission will occur in Q4 2016. Secondment ended July 2016
To support Elizabeth McAnally to successful transition to doctoral study via her Probationary Review by Q1 2016.	Achieved 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.	Achieved and ongoing	Workforce planning proposal submitted to Executive Nurse Director Q2 2016. Ongoing discussions re: career options for CMcC and DW but no resolution as yet.
To ensure that the Patient and Public Involvement Plans for all sites are in place and being acted on by Q3 2016.	Achieved Q3 2016	
To consider adoption of the CARC Implementation Toolkit on its release to support the development of further sites locally.	Achieved/pending	The national Toolkit being launched Nov 2016 with Lothian CARC as the only Scottish exemplar site. Lothian will probably be a pilot site for the roll-out.
To identify the focus and potential for a sixth CARC site based on NHS Lothian priorities and local academic expertise by Q3 2016.	Partly achieved	Discussions proceeding for potential new sites in: <ul style="list-style-type: none"> • Emergency Medicine • Autistic Spectrum children/with Additional Support Needs • Alcohol Prevention • Cancer survival
To monitor the progress of all five 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	Progress Reports received from Critical Care, Substance Misuse, Weight Management, and Dementia sites since the last Steering Group meeting

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 Pamela Sinclair from the Health Services Research work stream at Edinburgh Clinical Trials Unit (<http://www.ed.ac.uk/usher/edinburgh-clinical-trials/health-services-research>).

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 involves 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 is now finalising writing up with a view to submitting within the next 6 months. Her CARC secondment came to an end in July 2016 and she has now returned full time to her Senior Research Nurse role in ICU at the RIE.

In addition to research training Corrienne has been involved in a range of activities including:

Conference presentations

- British Association of Critical Care Nurses (BACCN) International Conference, London. Symposium on 'Developing and testing interventions to promote recovery and rehabilitation after critical illness' led by Dr Janice Rattray. Presentation title: 'Exploring the use of critical care diaries: a qualitative study'
- RCN International Research Conference, 'Experiences of family members with diaries in an intensive care unit'.

Teaching/learning activities

- Contribution to planning of Critical Care Honours option module, delivery of lecture on Critical Care Diaries and facilitation of visits from nursing students to critical care.
- Delivery of 3 tutorials for Masters of Nursing in Clinical Research: 'Initial reflections on research activities: making sense of the research workplace', 'Ethics and research' and 'Evaluation of the clinical research practice attachment' shared with Prof Tonks Fawcett.
- Liaison lecturer, as required, for various levels of undergraduate nursing students on placement at RIE – visiting students during placement and acting as a link to the university.
- Learning and teaching development in order to gain her own accreditation with Higher Education Authority

Networking

- Edinburgh Interdisciplinary Critical Care Research Group) member and attendance at evening seminars.
- Scottish Critical Care Interdisciplinary Research Liaison Group) member
- NHS Lothian NMAHP Doctoral student forum

International visits to University of Edinburgh and NHS Lothian

- Organised 4 week clinical placement for Critical Care Masters student and visit from researcher from University of Gothenburg
- Facilitated visit to RIE ICU for 4 neurosurgical ICU nurses from Rouen in France
- Supported visit from PhD student from University of Copenhagen which led to writing a blog for Nursing Tales
<http://www.blogs.hss.ed.ac.uk/nursing-theses/2015/07/27/nursing-studies-visit-denmark/>)

Future career opportunities for Corrienne have been under discussion over the past few months involving Dr Sheila Rodgers, Dr Juliet MacArthur, Jane MacDonald, Service Manager Critical Care and Jane McNulty, Associate Nurse Director. These will continue with a view to developing a proposal for a post doctoral position in ICU with a focus on communication, although funding options have yet to be committed.

Advanced Practitioner

Although Dr. Pam Ramsay's CARC secondment ended in January 2015 she remains in contact through the Lothian NMAHP Research Community. She now has a substantive post at Edinburgh Napier University as a lecturer with a strong focus on research, particularly through her 'Re-engagement Fellowship' from the Nursing, Midwifery and Allied Health Professions (NMAHP) Research Unit in Stirling. She continues to have clinical engagement (0.2 WTE) with ICU at the Royal Infirmary of Edinburgh which is focused on direct patient and family contact and follow up post-discharge to wards and introducing them to the website 'Critical care recovery: helping you along your intensive care journey' that has been one of the main outcomes of her research <http://www.criticalcarerecovery.com/>. She is leading on a knowledge exchange event 'A website to support recovery after intensive care' on 16th September. The impact of the website is the focus of her current research.

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 with a history of

drug misuse, both those accessing treatment services and those who do not, in the context of significant recent improvements in medical treatment.

Dave continues to impress with the quality of his work, his achievement of deadlines, and academic outputs. His RD6 review is due in the third week of September. He has completed data collection, having recruited 20 participants with a history of drug misuse from RIDU and Muirhouse Medical Group for his PhD study. His data comprise 30+ initial and follow-up qualitative interviews. He has analysed most of the data and has written over two-thirds of his thesis with the aim of a complete draft by the end of October 2016.

Publications

Further to his peer-reviewed journal publication in 2015 he has recently submitted two further manuscripts for publication which are both currently under review:

- 'Constructing Hepatitis C: from drug users' disease to public health priority' to the *Journal of Drug Policy*
- 'The lived experience of interferon-free treatments for hepatitis C: a qualitative study' to the *Journal of Viral Hepatitis*

Conference presentations

He has contributed to a range of conferences and seminars over the past year including:

- Presentation to the 5th International Symposium of the International Network on Hepatitis in Substance Users; Oslo, Norway. Awarded New Investigator Scholarship to cover all of his costs.
- Substance Misuse Directorate Annual Research Meeting: Presentation of a section of the early analysis of the treatment experience data.
- Edinburgh Napier University Post-Graduate School Conference: Talk entitled 'Qualitative Insights into the Lived Experience of Interferon-free Treatments for HCV'
- Won Edinburgh Napier University's nomination to the national semi-final of the '3 Minute Thesis' competition for his presentation 'Hep Hep Hooray?'
- Overview of his PhD work to the Scottish Alcohol Research Network

Other learning activities

Dave has progressed his learning further by attendance at a range of training opportunities at ENU, the Edinburgh Wellcome Trust CRF, and local, national and international conferences/seminars.

Networking

Active member of:

- ENU's multidisciplinary Substance Misuse Research Group
- NHS Lothian's Doctoral support network.

Advanced Practitioner

Dr Anne Whittaker's postdoctoral CARC secondment expired as planned in December 2014. She is currently nearing the end of a 2 year, full-time secondment to Edinburgh Napier University as Senior Lecturer/Reader.

Further to the outputs emanating from work commenced during her CARC secondment reported last year she has recently been successful in winning a further eligibly-funded grant:

NIHR Public Health Research Project: Improving Outcomes for Children and Families affected by Paternal Substance Misuse: A Feasibility Study of the Parents Under Pressure (PuP) Programme for Fathers.
Grant award: £318,595.76

This study will be carried out with drug-using fathers and their families in Lothian. Anne is PI on the grant and again much of the preparatory work for the application occurred during her CARC secondment.

2.3.2.2. Site Academic Lead and supervisory team

Professor Lawrie Elliott, the site's academic lead, took up a new post at Glasgow Caledonian University early in 2016. Lawrie has remained on Dave Whiteley's supervisory team and the Director of Studies role has been taken over by Dr Anne Whittaker. Dr Jan Gill, who joined ENU relatively recently and has extensive experience in alcohol research in particular, has assumed the role of Site Academic Lead.

2.3.2.3. NMAHP Consultant in Substance Misuse

The process of re-organisation of Substance Misuse services in Lothian continues as part of the integration of health and social care services. It is hoped that the proposal to establish an NMAHP Consultant in Substance Misuse (with an emphasis on research duties, skills, and training) first discussed in December 2014 can be re-visited quite soon in the context of the new management structure. This is regarded as an important aspect of the sustainability of this collaborative research programme.

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.

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.

Elizabeth successfully negotiated her probationary review in January 2016. She has conducted four pre-study patient focus groups in community

venues as part of the patient co-design of her study. Her study will be a controlled trial where 104 obese patients will be randomised to receive either a short message text service via mobile phone or the standard Lothian weight management group programme. The primary outcome will be weight change. Her plan is to commence recruitment from the Weight Management Service in January 2017 with a target of 62 participants to each of the two study groups. The intervention will be of 3 months duration. She has drafted her protocol, IRAS submission, and other necessary study documentation.

Given the ambitious nature of her PhD study there have been some concerns about progress against deadlines. These were discussed with Elizabeth recently at an informal meeting arranged by the QMU. Her supervisory team and NHS Lothian members of the CARC site were in attendance and it is to be hoped that these concerns have now been addressed.

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

Other learning activities

Attendance at a number of training events:

- Practical Guide to Patient and Public involvement in Research
- Writing an Effective Literature Review
- Clinical Trials Protocol Development
- Good Clinical Practice
- Applying for Research Approval in Lothian using IRAS

Presentations & publications

None to date.

Senior Practitioner II

Ashleigh Stevens commenced her post in February 2014. 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 and Dr Sara Smith (QMU) and Prof Rebecca Reynolds (Professor of Metabolic Medicine, UofE and Honorary Consultant Physician).

Ashleigh has made good progress and recently passed the probationary review process with the need of only minor amendments. She is currently working on the protocol and IRAS submissions for her study in addition to the recruitment of patients for a number of pre-study focus groups to inform the design of the study intervention.

She continues to provide a clinical service to the Weight Management Service in Midlothian.

Presentations and publications

Ashleigh has presented updates on her research proposal to:

- Weight Management Service at the Astley Ainslie Hospital
- Midlothian Dietetic team

She has no publications in her post to date.

Other learning activities

- Research Ethics training day
- Good Clinical Practice
- Shadowing Sarah Tudor (Clinical Associate Psychologist in the WMS) running a disordered eating group to ensure adequate skills for study intervention
- Counterweight Plus training.

Conferences

- Scottish Centre for Telehealth and Telecare 'Supporting you, supporting me; making the most of technology enabled care.'

Networking

Ashleigh has attended NHS Lothian's Doctoral support network and will soon join the Midwifery research group due to the focus of her PhD study being in maternity.

NRS Fellow – Kath Williamson

Since April 2016 Kath Williamson, District Nurse, has received support and mentorship within the clinical research environment of this CARC site. Kath was successful in winning a 3-year NRS Career Researcher Fellowship this year and intends to register for a part-time PhD at the University of Glasgow in the autumn. Her research focuses on developing a method for establishing the prevalence of morbid obesity in primary care, quantifying the varied care needs, utilisation, costs, and patient experiences of NHS services used by this group of patients.

2.3.3.2. Site management arrangements

Following Professor Isobel Davidson's death last year Dr Douglas McBean, Head of Dietetics, Nutrition, and Biological Sciences at QMU has joined Dr Sara Smith (QMU), and Dr Janet Hanley (ENU) on Elizabeth's supervisory team. To date a permanent site academic lead has not been established and this is currently being addressed. Alison Diamond, Team Lead, Weight Management Service and Elizabeth's line manager in her CARC post, has joined the site's Programme Board which meets quarterly. This change has improved communication and engagement within the site.

2.3.4. Dementia/University of Edinburgh

This site which was established in February 2014 and focuses on processes relating to the discharge of people with dementia from general hospital. It 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.

2.3.4.1. Activity Senior Practitioner

Kenny Davidson is undertaking a PhD study 'Understanding the Lifeworld of people with dementia and other stakeholders within the discharge process from Orthopaedic Trauma'. In November 2015 he also took up a secondment to Edinburgh Napier University as a 0.5 WTE Lecturer/ Practitioner in Mental Health for a period of 2 years. This secondment is from his Band 5 clinical post at the Royal Edinburgh Hospital, therefore he continues the remit of his CARC post.

Kenny is now in the data collection phase of his study in the orthopaedic trauma wards. He aims to recruit 5 patients and undertake an intensive form of data collection known as 'shadowing' which involved periods of observation totalling 16 hours per patient, followed by interviews with family members and staff members. He has recruited one patient and completed their full set of data collection.

In addition to monthly supervision he has been involved in the following:

Training

- Research design module
- Qualitative Interviewing (2 day course, Oxford)
- Risk and resilience colloquium
- Workshop on 'Embodied mind, Embodied Design'

Networking/Membership

- Citizenship and Dementia International Research Network
- Edinburgh Centre for Research on Experience of Dementia
- European Academy of Caring Sciences
- Scottish Government Commitment 11 Steering Group (now complete)
- NHS Lothian Doctoral Network

Conferences

- Dementia CARC Scheme Poster, NRS Conference
- Edinburgh Post Graduate Research Conference – presentation on research methodology
- Life with Dementia Conference, Centre for Dementia Research, Linköping University, Sweden

Advanced Practitioner

Dr Sarah Rhynas works part time and therefore is wholly focused on the CARC post, which includes some continuing teaching and supervision

responsibilities at the University of Edinburgh. She commenced her 3 year part-time CARC secondment in May 2014.

Research Bids/Work

- ESRC grant application – Identity in acute hospital decision-making. Still to be finalised and submitted
- Edinburgh & Lothian Health Foundation – co-applicant ‘One chance to get it right – exploring discharge to care home from acute hospital’ (PI Gemma Logan, £25,000)
- Gibson Trust – New institutionalisation - retrospective review of 100 case notes to identify discharge decision-making to care homes (PI Dr Juliet MacArthur). Study complete – paper accepted for Age & Aging and another in preparation for International Journal of Older People Nursing

Training

- Qualitative Data Synthesis Course, University of Sheffield (3 day)
- Qualitative Methods Conference, Glasgow
- Visual Methodologies Workshop
- Writing ESRC Proposals Workshop
- Online learning – University of Edinburgh MOOC – Research data management

Conference presentations

- RCN International Research Conference April 2016
- Gibson Trust Work – with Azucena Garcia Garrido (Research Assistant) & Dr Juliet MacArthur
- Photovoice symposium with Aisha Holloway, Angela Tod & Neil Gibson
- British Geriatric Society Conference, Liverpool, May 2016 – Gibson Trust study – won best Nursing/AHP poster

Publications

- A number of publications on dementia and photovoice are in preparation or under review
- Contribution of literature to book on ‘Risk and Resilience Across the Lifespan’ and editor to other chapters.
- Review of outline, introduction and 3 draft chapters of dementia care text book, Sage Publications.

Sarah is second supervisor for 4 PhD students and has undertaken 2 PhD examinations in the last year. She has also supervised an MN Clinical Research Student for a 150 hour research practice attachment

2.3.4.2. Other aspects of the Dementia site

The Advisory Group for the Dementia CARC Site continues to meet, which involves the two researchers, 3 supervisors, Lynne Douglas, AHP Director, and Professor John Starr, Director of the Alzheimer Scotland Dementia Research Centre. Membership of this group has recently been expanded to

take account of the related research that members of the CARC Scheme are involved with. New members include Dr Susie Shenkin, Senior Lecturer/Honorary Consultant, Department of Geriatric Medicine; Dr Jenni Harrison, Trainee in Geriatric Medicine/PhD; and Gemma Logan, Senior Research Nurse. A meeting held in August led to the recognition of a need to focus on dementia research which extends to a number of hospital interventions (e.g. music/art) alongside the focus on discharge (e.g. experience, decision-making, care home).

2.3.5. Midwifery/Edinburgh Napier University

The fifth CARC site focusing on 'Building knowledge to reduce health inequalities in maternity care provision in the East of Scotland' commenced 5th September 2016. This funding model (circa £370,000 over 5 years) involves collaboration between NHS Lothian Women's Services, NHS Lothian Research & Development Office, and Edinburgh Napier University. The CARC site is led by Frances McGuire, Chief Midwife along with Professor Caroline Hollins-Martin, Edinburgh Napier University and Dr Juliet MacArthur. Professor Jane Norman, Tommy's Centre, University of Edinburgh is clinical advisor and a member of the Advisory Group.

Three post holders have been appointed as follows:

- Dr Rhona McInnes, Consultant Midwife/Associate Professor (1.0 WTE) – Evaluation of the effectiveness of '*The 1-2-1 Midwifery Model*' compared to routine antenatal care provision in relation to maternal and neonatal outcomes
- Alix Aitken-Arbuckle, Senior Practitioner/Staff Midwife (5 year secondment) undertaking PhD examining the 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
- Lisa Marshall, Senior Practitioner/Staff Midwife (2 year secondment) undertaking Masters in Research 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.

A Steering Group is being established which will meet 3 times per year and involve the following members:

- Professor Caroline Hollins-Martin, ENU
- Frances McGuire, Chief Midwife, NHS L
- Dr Juliet MacArthur, Chief Nurse Research, NHS L
- Professor Jane Norman, Tommy's Centre
- Dr Rhona McInnes, Associate Professor/Consultant Midwife
- Alix Aitken-Arbuckle, Senior Practitioner/Staff Midwife (PhD student)
- Lisa Marshall, Senior Practitioner/Staff Midwife (Master student)
- Dr Sonia Macvicar (ENU: supervisor for Lisa Marshall)

- Rita Seidler, Team Leader, NW community (Clinical advisor for Lisa Marshall)
- Kate Ruggeri (Clinical Manager, Community & OP, NHS L)
- Louise Croan (Substance Misuse and Prepare Pathway, clinical advisor Alix Aitken-Arbuckle)
- Melissa Kalatt (NHS Lothian Infant Feeding Advisor)
- Leon Page (Head of Research & Innovation, ENU)
- Public Representative (PPI: one male & one female) &/or MSLC member

2.4. Potential new sites

At least preliminary discussions have taken place between members of the Management Group and potential partners with a view to exploring the scope for developing further CARC sites. These will be discussed further over the coming months and include:

- Emergency Department/University of Edinburgh
- Children with Additional Support Needs/Autistic Spectrum Disorders/University of Edinburgh/Prof Anne O`Hare
- Alcohol Prevention/University of Edinburgh/Dr Aisha Holloway
- Cancer Survival/University of Stirling/Dr Sue Cruikshank/Prof Mary Wells

2.5. Final Independent Evaluation Report

The final independent evaluation of the Scheme was recently commissioned. ekosgen, an independent research consultancy based in Glasgow, was awarded the contract to the value of £15,148. The evaluation was conducted between March and August 2016.

The evaluation report noted the many successes of the Scheme to date including:

- presentation at 45 conferences,
- completion of 106 training courses,
- 17 journal publications,
- Establishment of 10 research groups,
- generation of over £1.2m of research grant income
- service impact in terms of the development of a web-based support programme for post-discharge ICU patients and their families emanating from evidence derived from the Critical Care CARC research programme.

The evaluation did not provide any real surprises but did identify a number of areas to be addressed and which the Management Group are considering currently.

Chief amongst these are:

- continuing to address at both local and national level the principal challenge for the Scheme, namely, the sustainability of career pathways
- ensuring greater awareness of the Scheme through stronger and wider dissemination activities
- obtaining `buy-in` to the Scheme by NHS Lothian NMAHP managers at middle management levels
- developing a more formal structure for the close down meetings with post holders who have just completed their CARC secondment

- Continuing to promote a flexible approach to the identity of CARC funding partners and to the recruitment of post holders.

2.6. Sustainability Action Plan

The Sustainability Action Plan was approved at last year's Steering Group.

Developments since then in line with the agreed actions include:

- Recent meeting between Alex McMahon, Executive Nurse Director, Lynne Douglas, AHP Director, Simon Watson, Chief Quality Officer and approximately 40 NMAHP doctoral and post-doctoral staff. The focus of the meeting was a preliminary discussion of how NHS Lothian can best use its growing NMAHP research-skilled workforce to underpin its objectives. The question of workforce planning and more senior posts with an emphasis on research was raised a number of times.
- Senior NMAHP stakeholder event scheduled for 26 October 2016 where representatives of NHS Lothian and local partner HEI's will seek to establish their shared research priorities for the next 5 years.
- Presentation of an NMAHP research workforce planning proposal to NHS Lothian's Executive Nurse Director and AHP Director. Has led to plans for a high level meeting with Scottish Government and CSO representatives initiated by the Nurse Director.
- Continued involvement in discussions at Scotland level to advocate the development of a workable national approach to supporting sustainable clinical academic research career pathways for NMAHPs.
- Involvement in the development of a national CARC Implementation Tool and likelihood of Lothian being one of the pilot sites for the initiative.
- Discussions held with 2 CARC post holders and demonstration site partners regarding the career sustainability options subsequent to the expected expiry of the post holder's CARC secondment no resolution achieved in either case to date

2.7. Dissemination Activities

The Management Group is conducting a literature review in preparation for writing an article on the lessons learned in developing and running the Scheme, with a view to publication in a peer-reviewed journal.

2.8. National Developments

2.8.1. Scottish CARC Summit

The report emanating from the Scottish NMAHP CARC Summit held in February 2015 was considered by the Chief Nursing Officer for Scotland and led to further national scoping work. Discussions are ongoing but no proposal regarding a national CARC scheme has resulted to date.

2.8.2. CARC Implementation Tool

The CARC Implementation Tool developed under the auspices of the Association of UK University Hospitals is being launched nationally in November 2016. Lothian is the only Scottish exemplar site mentioned and is likely to act as a pilot site for the initial roll-out of the tool over the coming

months. This tool should be helpful for collaborations considering developing CARC site proposals.

3. Accounts

The Scheme relating to the original 3 sites (Critical Care, Substance Misuse, and Weight Management/Telehealth) remains within budget and forecasting carried out by the Scheme's Management Accountant in September 2016 again predicts an underspend across the lifetime of the three sites (i.e. to March 2020).

All due income relating to the Dementia site has been credited with the exception of the current year's contribution from the University of Edinburgh and the most recent two years contributions of Alzheimer Scotland. Forecasting suggests this site will result in a small underspend also across its life time.

4. Objectives 2016/17

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

- To establish a new Academic Lead for the Weight Management/Telehealth site by Q4 2016.
- To support Corrienne McCulloch and David Whiteley to successful completion of their PhDs by Q1 2017.
- To support Elizabeth McAnally, Ashleigh Stevens, and Kenny Davidson in considering the possibility of publishing their literature reviews.
- To support Dr Sarah Rhynas towards obtaining a significant research grant award as PI before completion of her CARC secondment in Q2 2017.
- To continue to pursue the actions specified in the Sustainability Action Plan
- To act as a pilot site for the national CARC Implementation Tool to support the development of further CARC sites locally.
- To establish a partnership agreement for a sixth CARC site based on NHS Lothian priorities and local academic expertise by Q3 2017.
- To review the outcomes relating to the Patient and Public Involvement Plans of all sites by Q3 2017.
- To monitor the progress of all five 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.

Appendices

Appendix A. Membership of Management Group

NHS Lothian

Andy Peters, AHP Research & Development Facilitator (Chair)

Dr Juliet MacArthur, Chief Nurse Research and Development (Deputy-Chair)

School of Health and Social Care, Edinburgh Napier University

Dr Susan Dawkes, Senior Lecturer/Dr Janet Hanley, Reader

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

Professor Michael Brown, Consultant Nurse, Learning Disabilities

Glen Merritt, Management Accountant, R&D Office

Employee Relations rep – currently vacant – under discussion

Edinburgh Napier University

Professor Tracy Humphrey, Dean of School of Health and Social Care

University of Edinburgh

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

Queen Margaret University Edinburgh

Professor Fiona Coutts, Dean of School of Health Sciences

NHS Education for Scotland

Dr Lesley Whyte, Programme Director, Nursing and Midwifery