



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

**Annual Report
2013**

Summary

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

The Scheme has been 'live' since January 2011 when the first of three demonstration sites (a collaboration between the Critical Care Directorate of NHS Lothian and the University of Edinburgh) became operational. A successful bid by the Substance Misuse Directorate, Edinburgh Napier University, and the University of Edinburgh established the second demonstration site in December 2011. The third site was established in October 2012 when funding was confirmed for a bid by the Weight Management Service, Queen Margaret University, Edinburgh Napier University and NHS 24.

Plans for a fourth CARC site in the field of Dementia have emerged. A somewhat different funding model has been established in a partnership between NHS Lothian (Nursing Directorate and Research & Development Office monies), University of Edinburgh (Alzheimer Scotland Dementia Research Centre) and Alzheimer Scotland. The collaboration has requested incorporation of this site under the management arrangements for the original CARC Scheme.

Four nurses have been employed in 0.5 wte posts via internal secondment arrangements across the first two sites – an Advanced Practitioner (post-doctoral level) at Agenda for Change Band 7 and a Senior Practitioner (PhD study) at Agenda for Change Band 6 in each case. Following a performance review and application process Dr. Pam Ramsay has recently been granted financial support by the Scheme to extend her secondment by a further year up to January 2015. Regrettably, the Senior Practitioner in the Substance Misuse site resigned her CARC post in May 2013, effectively 18 months into her secondment. The site is seeking to recruit to this vacancy on similar terms as previously, namely PhD study (either 0.5WTE over a five year period or 1.0WTE over 3 years). This was made possible by the commitment of £13,832 additional funds to the Scheme accounts by Edinburgh Napier University. In September 2013 a dietitian employed by NHS Lothian was provisionally offered the first Senior Practitioner post in the Weight Management site. No other applications were received and a plan for recruitment to the second post in the site has yet to be confirmed.

The Management Group has monitored the progress of demonstration sites by establishing representation of the Group within the management structure of each site and instituting a system of 6 and 12-monthly Progress Reports. The progress of the Critical Care site has been excellent. Progress in the Substance Misuse site has been mixed with on the one hand Dr. Anne Whittaker producing an excellent literature review and proposal for a feasibility study but on the other the resignation of the site's Senior Practitioner. Post-holders in both sites have developed their research networks both nationally and internationally, presented at conferences, achieved journal publications, and been awarded modest grants to further develop their research programme. Postholders in both sites are preparing further grant applications and journal submissions. All post-holders have accessed learning opportunities appropriate to their development to further their research skills and knowledge. Post-holders have

engaged in activities to ensure that their work is embedded within the service setting and this is bearing fruit most notably within Critical Care services on the back of important findings from research partly supported by the CARC Scheme.

The Management Group commissioned a team from the University of Worcester to conduct Phase 1 of the independent evaluation. This work commenced in May 2013 and is progressing in line with the agreed commission and timescales with the final report anticipated at the end of September 2013.

The Scheme remains financially robust. All scheduled income has been received and expenditure is lower than anticipated by this stage of the Scheme, even after taking account of the staggered start of demonstration sites.

The principal challenge for the Scheme remains recruitment to posts. Advertisements for Senior Practitioner/PhD posts in both the Weight Management and Substance Misuse sites in the past 6 months drew disappointing responses in terms of the number of applicants.

The main objectives over the next year are to incorporate the Dementia site under the management arrangements of the Scheme, to establish the Weight Management site through recruitment to the second Senior Practitioner post, to recruit to the vacant Senior Practitioner post in the Substance Misuse site, conduct a performance review for Dr. Anne Whittaker vis-à-vis meeting the criteria established for secondment extension, supporting Dr. Pam Ramsay's efforts to secure permanent employment beyond her CARC secondment, consideration of the findings of the Phase 1 Evaluation, and to organise a seminar with input from national experts to consider models for the sustainability of clinical academic research careers for NMAHPs in Lothian.

1. Scope of Report

This is the third 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 2012 to present. Milestones for the Scheme during this period are summarised in Appendix A.

2. Achievements and Challenges

2.1. Performance against 2012/13 Objectives

The past year's objectives have been partly achieved (see Table). The principal achievements include funding a third demonstration site, commissioning independent researchers to conduct the Phase 1 Evaluation of the Scheme, and extending Dr. Pam Ramsay's secondment for a further year following a successful performance review and application process. The most significant challenges have been a more protracted recruitment process than anticipated for the posts available in the Weight Management site and the resignation of our Senior Practitioner in the Substance Misuse site.

Table. Performance against 2012/13 Objectives.

2012/13 Objective	Progress	Comments
To fund a third demonstration site by September 2012	Achieved Oct 2012	Funding awarded to Weight Management/QMU/Edinburgh Napier University/NHS24 demonstration site.
To establish the third site via recruitment to the two Senior Practitioner posts available with a view to post-holders commencing their appointment no later than January 2013.	Partly achieved	Protracted delays in recruitment process. One applicant given conditional offer in September 2013 (dependent on satisfactory references and completion of QMU PhD application form). Decision on re-advertising second post pending.
To monitor the progress of demonstration sites through representation of the Management Group within demonstration site management arrangements and through 6-monthly Progress Reports (annual reports after first year of operation).	Achieved	Via Management Group representation within sites and receipt of comprehensive Progress Reports from sites.
To ensure that the Patient and Public Involvement Plans received from the first two sites are acted upon, and to request a similar plan from the third demonstration site.	Partly achieved	Very satisfactory action update received from Critical Care site (see Appendix B). Update from Substance Misuse site requested but not received as of September 2013.
To conduct a Performance Review of Pam Ramsay's work in her CARC post and to	Achieved March	Performance Review performed and Dr. Pam

advise her and the Critical Care demonstration site by December 2012 whether satisfactory progress is being made towards meeting the criteria to allow for extension of her secondment agreement in December 2013.	2013	Ramsay informed that her progress was very satisfactory with regard to the extension criteria. Subsequently Pam Ramsay applied for, and was granted, a maximum of one year's extension to her CARC secondment agreement.
To commission independent researchers to commence Phase 1 Evaluation of the Scheme by January 2013 following a competitive tendering process.	Achieved April 2013	Following a competitive tendering process a team from the University of Worcester was appointed to carry out the Phase 1 Evaluation
To produce a discussion paper regarding the sustainability of clinical academic research careers for NMAHPs in Lothian	Partly achieved	The discussion paper is in the final stages of editing. A seminar on sustaining NMAHP research capacity and capability, including local and national perspectives, is being planned for November 2013.

2.2. Management and Administrative Hosting of the Scheme

The Management Group (see Appendix C) has continued to meet every two months over the past year. The Steering Group of the Scheme (see Appendix D) 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. Funding of Demonstration Site 3

In October 2012 the Review Panel (see Appendix E) decided to fund the revised bid from Lothian Weight Management Service/ Queen Margaret University/ Edinburgh Napier University/NHS24 titled 'Development and Evaluation of a Self Management Platform for Weight Management' thereby establishing our third demonstration site.

2.4. Progress of Demonstration Sites

2.4.1. 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 of NHS Lothian Critical Care Directorate and the University of Edinburgh. A very satisfactory annual progress report was received in February 2013.

2.4.1.1. Activity Senior Practitioner

Corrienne McCulloch is now in the data collection phase of her PhD. She gained ethical approval for her study in January 2013. Her study is examining the use of patient diaries in critical care units. Data collection commenced in February 2013 and is taking place in NHS Lanarkshire where diaries have been in use for some time. It will continue over 18 months and involves the perspectives of patients, family members and nurses.

Corrienne has continued to undertake a range of research training at the University of Edinburgh and the Wellcome Trust Clinical Research Facility. In addition she attended 3rd International ICU workshop for Early Career Researchers at the University of Turku, Finland, Sep 4th – 6th 2013 and also arranged a study visit to Mona Ringdal at the Institute of Health and Care Sciences at the University of Gothenburg, which included a visit to a Swedish ICU currently using diaries (Funding from the University of Edinburgh).

Corrienne has presented her work at the RCN annual international nursing research conference in Belfast 22nd March 2013 as part of a Critical Care symposium with members of the SCCIRL group. Title: 'During and after critical care: a new (research) perspective on critical care diaries' (Funding from CARC scheme). In addition Corrienne continues as a member of the organising committee for the Nursing and Healthcare Joint Research Seminars Series and is liaison lecturer for undergraduate nursing students undertaking placements in ICU at the Royal Infirmary.

Advanced Practitioner

Dr. Pam Ramsay has been awarded an extension of her secondment to the CARC Scheme for up to one year from January 2014. Her work continues to progress the two main studies that she was involved with at the outset:

- RECOVER (Co-investigator): a randomised controlled trial of enhanced acute hospital rehabilitation post ICU
- RELINQUISH (Principal Investigator): a longitudinal qualitative study of informal support and perceived health needs among ICU survivors following hospital discharge.

These studies are at the analysis and writing up stage.

2.4.1.2. New funding secured by Advanced Practitioner

- EPIC Study (Principal Investigator). Development of a patient and relative focused website to support recovery following critical illness (£55,832 - Edinburgh and Lothian Health Foundation (£31,707); Scottish Intensive Care Society (£19,525) & Edinburgh Critical Care Research Group (£5,000)).

- Co-applicant: What matters most to patients receiving long-term ventilation in the community? Edinburgh & Lothian Health Foundation (£28,680)
- Expert Advisor: Meaningful and measurable: developing approaches to the analysis and use of information on personal outcomes within health and social care. ESRC (£124,751)
- Development of two patient and family led support groups in Edinburgh and Dundee. St James Place Foundation (£1,000)

2.4.1.3. Unsuccessful applications

- Principal Applicant (Post-Doctoral Fellowship): Evaluation of an online resource to support recovery after Intensive Care. CSO (£202,265)
- Co-applicant: Recovery in older ICU patients: a mixed methods study of its determinants. CSO (£258,787)

2.4.1.4. New publications

- Ramsay P, Huby G, Thompson A and Walsh T. Intensive care survivors' experiences of ward based care: Meleis' theory of nursing transitions and role development among critical care outreach services. *Journal of Clinical Nursing* (in press)
- Ramsay P, Salisbury L, Merriweather J, Huby G, Rattray J, Hull A, Brett S, McKenzie S, Murray G and Walsh TS. A rehabilitation intervention to promote physical recovery following Intensive Care: a detailed description of construct development, rationale and content, together with proposed taxonomy to capture processes in a randomised controlled trial. *Trials*. Submitted for publication (decision pending)

2.4.1.5. Service impact

There has been some development in implementation of the findings from Pam Ramsay's research in recognition that survival following critical illness is associated with significant physical and psychosocial sequelae.

- RECOVER has characterised the patient population and existing rehabilitative provision, identified unmet need and is evaluating a novel rehabilitative package and strategy; a Generic Rehabilitation Assistant. If clinically and economically efficacious, this strategy will be developed for routine clinical practice. Dr. Simon MacKenzie, Medical Director for Quality Improvement has invited the critical care research team to present their findings to strategic service managers in Lothian in order to take the agenda forward.
- RELINQUISH is currently the largest qualitative study of recovery among this patient group. It has identified patients' informal support

and healthcare needs at key stages in the recovery process. Preliminary findings include: inadequate hospital discharge planning; poor communication between hospital and community (e.g. timely provision of home adaptation and aids); the dearth of formal community support (e.g. from GPs) and the importance of family in negotiating recovery. The critical care research team intend to work together with hospital and community-based clinicians, patients and families to develop timely and meaningful solutions to identified issues.

- EPIC incorporates the above and other evidence into a novel web-based, patient and family-focused resource to support recovery. It will provide information (e.g. on common morbidity), advice (e.g. on managing fatigue, accessing aids and benefits) and support (from healthcare professionals and other patients and families). EPIC will underpin the subsequent development of a complex telehealth intervention to facilitate ongoing rehabilitation in patients' own homes and may incorporate an early supported discharge strategy.

2.4.1.6. Future work

This will hopefully be supported by either post-doctoral awards or a large funding body (e.g. NIHR, MRC, HTA) and will include:

- Wide-scale evaluation of EPIC across Scotland (2014-2015)
- The development and (feasibility) trial of a complex telehealth intervention to support community based recovery and rehabilitation (2015-2017). The trial will potentially incorporate an early supported hospital discharge strategy. Pam has developed strong links with leading critical care researchers in Australia and Canada and intends to collaboratively develop the intervention with a view to internationalisation.
- ViP in NIV ("what matters" to community-based, mechanically ventilated patients with degenerative neuromuscular disorders). The EPIC model will inform the development and trial of a novel telehealth intervention providing remote physiological monitoring, assessment and support to this geographically isolated and technologically dependent patient group across Scotland (2014-2016). This work, similarly, has potential for generalisation and internationalisation. This study will form the basis of an MSc/PhD with the support of the Nursing Department at the University of Edinburgh, which Pam will help supervise.

2.4.2. 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, with an emphasis on evaluating the impact on substance

misuse of working with spouses/partners in addition to index patients especially with regard to relationship and parenting skills and outcomes for children in such families. A satisfactory annual progress report was received in March 2013 although subsequently the site has experienced a considerable setback with the resignation of their Senior Practitioner.

2.4.2.1. Resignation of Senior Practitioner

In April 2013 the site's Senior Practitioner was required to submit a rationale for her planned doctoral study. This is standard procedure at Edinburgh Napier University to allow a student to move from generic postgraduate to doctoral study. Unfortunately, progress fell somewhat short of the standard required for this transition at that stage. A detailed learning needs action plan was agreed by all parties with a view to re-submission several months later. Despite this, very regrettably, in May 2013 the post holder tendered her resignation from her CARC post.

Debriefings have led the site team and the Management Group to conclude that the supervisory and support arrangements had been exemplary and were not a contributing factor.

There is agreement that the main learning from these events is that future selection procedures should incorporate an element of writing requiring critical appraisal and synthesis of some relevant literature.

2.4.2.2. Re-advertising of Senior Practitioner post

Re-appointment to the Senior Practitioner post over a 5 year period would have incurred overspend for the Scheme. Edinburgh Napier University committed to crediting the Scheme with a further £13,832 to allow this option whilst keeping within budget, and these funds were deposited into the Scheme account in June 2013.

At the request of the Substance Misuse Directorate Core Management Team it was agreed to re-advertise the Senior Practitioner post on a 3 year *full-time* basis, due to concerns that finding personnel to backfill on a part-time basis would be problematic at this level of seniority.

The post was advertised in July 2013 within the Substance Misuse Directorate only. Despite several notes of interest no applications were received. The site team discussed various options for moving forward and decided to re-advertise the post on either a part-time or full-time basis to NMAHPs working in any specialty in NHS Lothian as there are indications that there may be staff who work in areas such as Infectious Diseases and Hepatology who might be interested in this opportunity. However, the content of applications will still need to fall within the site's overall research programme focus, namely substance misuse, interpersonal relationships, and recovery. Re-advertisement on this basis is imminent at time of writing.

2.4.2.3. Activity Advanced Practitioner

Dr. Anne Whittaker has devoted most of her time to performing a literature review of therapeutic interventions focusing on couples/partner/family work in the context of substance misuse treatment. She has produced a significant piece of work as a result and intends to submit her review for publication to a peer-reviewed journal in the near future.

Further, Anne is close to completing a rationale and research protocol based on this review, the details of which will be finalised and agreed by the site team later in September 2013. Her review indicates a gap in the literature in terms of evidence for the effectiveness of a combined couples therapy and parenting skills approach in the context of substance misuse treatment services. Addressing the needs of children and families affected by parental substance misuse remains a high priority for policy and practice in the UK and elsewhere. Hence, she is drawing together a proposal which will examine the feasibility of implementing an integrated service which combines Behavioural Couples Therapy (BCT) and the Parents under Pressure (PuP) programme within NHS addiction services in Lothian, assessing its potential to improve outcomes for substance dependent parents and their preschool children. The proposal will be in the form of a Phase I feasibility study incorporating a cost-evaluation component and qualitative interviews with service users and service providers, with a view to future Phase II/III randomised controlled trials. No decision has yet been made regarding potential funding bodies.

To develop this proposal Anne, Professor Lawrie Elliott and Professor Sarah Cunningham-Burley have formed a strong international collaborative research team including co-investigators who are the developers of both BCT and PuP based variously at Harvard University in the US and Griffith University and University of Queensland in Australia.

Further, initial discussions have taken place with NHS Lothian's Strategic Programme Manager for Substance Misuse and the Substance Misuse Directorate Core Senior Management Team which have resulted in support in principle to consider funding the interventions for this piece of research.

Other activities Anne has engaged in as part of her CARC role include:

- Helping to establish a Lothian NMAHP Addiction Research Cluster by working in collaboration with University of Edinburgh Nursing Department colleagues and others. This group has been meeting quarterly since August 2012 and includes representatives from NHS Lothian maternity, child health, public health and substance misuse directorate staff, Edinburgh Napier University and University of Edinburgh nursing and social scientists, as well as Alcohol and Drug Partnership research commissioning leads.
- Member of supervisory team for CARC Substance Misuse PhD student.

- Attendance at a variety of training events on topics including winning research income, critical appraisal, and writing an effective literature review.
- Anne is also contacting a number of journal editors to seek experience as a reviewer.

2.4.2.4. New funding secured by Advanced Practitioner

- Anne is co-investigator on a study to test the effectiveness of contingency management in improving the uptake of hepatitis C treatment among drug users in Lothian. Anne's application to Lothian's Hepatitis C MCN for £10,000 to fund the contingency management intervention was successful. The intervention will be delivered by the two Hepatitis C treatment clinical departments in the RIE and WGH who are collaborating in the study.

2.4.2.5. Unsuccessful applications

- Application to CSO for a feasibility study testing the effectiveness of contingency management approach described in 2.4.2.4. was unsuccessful.

2.4.2.6. New publications

Anne has been co-writing a number of journal papers, based on findings from the HSRP funded 'Parenting and Drug Use' study. One has been published:

- Chandler A, Whittaker A, Cunningham-Burley S, Williams N, McGorm K, and Mathews G. Substance, structure and stigma: Parents in the UK accounting for opioid substitution therapy during the antenatal and postnatal periods. *Int J of Drug Policy* (May 2013)

A second paper is near completion and will be submitted to the *British Journal of General Practice*. A third paper is in progress and will be submitted to a journal in October 2013, following Anne's conference presentation of the paper in Copenhagen in August.

2.4.2.7. Service impact

- SMD Research Group: Anne is a member of this group which meets once every 3 months and reports to the Substance Misuse Directorate Core Senior Management Team. This group is working to support and manage research activity within the directorate and has a role in considering all applications for research carried out within the department. The group organised a well-attended half day multidisciplinary seminar in June 2013 on the theme 'Research into Practice' at which Anne presented the findings of her literature review and her proposal for a feasibility study.

- SMD Research Seminars - Anne is involved in organising these quarterly seminars and both she and Jayne have presented their CARC work at these events.

2.4.2.8. Future work

Anne plans to submit her proposal for a feasibility study to a funding body as described in 2.4.2.3. This will represent the core of her CARC work over the next year. Other planned work includes completion of several articles for publication, continuing to promote a research culture within the directorate, and further development of the activities of the NMAHP Addictions Research Cluster.

2.4.2.9. Retirement of clinical lead

The site's clinical lead, Eunice Reed, Clinical Psychologist, retired earlier this month and has relinquished this role as a result. The CARC Management Group would like to thank Eunice for her commitment and hard work in leading and administering the demonstration site and establishing its position within the Directorate. We would like to wish Eunice all the best for her retirement.

As yet the Directorate has yet to establish who will be Eunice's successor as clinical lead for the site but a decision is anticipated later this month.

2.4.3. Weight Management/Queen Margaret University/Edinburgh Napier University/NHS24

This demonstration site's application entitled 'Development and Evaluation of a Self Management Platform for Weight Management' was funded in October 2012. The research programme will focus on the use of telehealth initiatives to support and promote self-management in the area of weight management.

Following an amendment to the Scheme agreement previously agreed by the Steering Group this site advertised two 0.5 WTE Senior Practitioner/PhD posts in February 2013. Only one application was received. The site team believed that a number of individuals who were known to be applying for other posts soon to become available within Dietetics might be interested in the second CARC PhD post. Hence the site team decided to delay re-advertisement pending these developments. Unfortunately none of these options materialised beyond initial notes of interest so the site team decided to interview the one candidate and earlier this month she was provisionally offered the first post, pending satisfactory references and completion of QMU's PhD application form. No decision on re-advertisement of the second post has been taken as of time of writing.

2.5. Patient and Public Involvement

The Critical Care demonstration site has recently provided a progress report (see Appendix B) in relation to their plan for Patient and Public Involvement. This indicates highly satisfactory progress in this area with patient involvement at a

number of levels within the overall research programme. The Management Group is awaiting receipt of a similar update from the Substance Misuse site.

The Management Group will continue to monitor the progress of this aspect over subsequent years.

2.6. Integration of Dementia Site into Scheme

A new partnership has been established for a fourth CARC site which will focus on 'Risk Management for Resilience on Discharge from Hospital for People with Dementia'.

This Dementia CARC has a somewhat different funding model from the original sites in that it is a collaboration between NHS Lothian (Nursing Directorate and Research & Development Office monies), University of Edinburgh (Alzheimer Scotland Dementia Research Centre) and Alzheimer Scotland. Plans are in train to incorporate this site under the management arrangements for the original CARC Scheme pending ratification by the Scheme Steering group on 20 September 2013.

In accordance with the original principles of the CARC Scheme two posts will be established at post doctoral and PhD student level. Both will be 0.5 WTE and will be combined with the post holder's existing clinical role. Unlike the previous demonstration sites applications will also be invited from clinical psychologists.

The posts are being advertised in September 2013 with a view to commencement in January 2014. The Alzheimer Scotland Post-doctoral Research Fellow appointment will be for 3 years and the PhD studentship for five years (part-time). Lynne Douglas, AHP Director is the clinical lead for the site with Professor Charlotte Clarke and Professor Heather Wilkinson the academic leads.

2.7. Phase 1 Evaluation

The commission (£10,000) for the Phase 1 Evaluation of the Scheme was advertised nationally in March 2013. Nine expressions of interest were received of which five were invited to apply. Three application teams were shortlisted and interviewed by representatives of the Scheme Management Group and NHS Education for Scotland. An excellent application from a team led by Professor Dominic Upton at the Academic Unit of Psychological Sciences, Institute of Health and Society, University of Worcester were offered the contract in May 2013 and have been carrying out the evaluation over the past 5 months. (<http://www.worcester.ac.uk/discover/institute-of-health-and-society.html>)

The evaluation is a mixed methods approach comprising quantitative and qualitative data analysis of Scheme processes and outcomes to date. The agreed components of the methodology are:

- Scientific literature review
- Scheme documentation review
- Observation of Management Group meetings
- Postholder questionnaires

- Face-to-face or telephone interviews with all the main stakeholders including postholders, Demonstration Site leads, Management Group and Steering Group members/funders.
- Postal questionnaire to all Nursing and AHP Directors, and Research & Development Directors in each of the other Scottish health boards.

The evaluation is proceeding according to agreed timescales and all data collection goals have been achieved (27 interviews carried out, for instance). Currently the data are being analysed. The final report will be delivered by 30 September 2013. Verbal progress reports have been received each month from the evaluation team. No issues needing to be addressed immediately by the Management Group have been identified during the course of the evaluation.

3. Accounts

As of the end of the financial year 2012/13 all scheduled income (£490,000 as per the Partnership Agreement) had been credited by the partners to the CARC Scheme account. Expenditure for the financial year was £82,099 against an allocated budget of £105,926. This underspend was largely a function of postholders' salaries being at lower increments within AfC bands than those used to calculate budgetary allocation. An up-to-date financial statement has been prepared to accompany this report and will be tabled at the Steering Group meeting on 20 September 2013.

4. Objectives 2013/14

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

- To incorporate the Dementia site under the management arrangements of the CARC Scheme and establish the site through recruitment to the two available posts by Q1 2014.
- To establish the Weight Management demonstration site by recruitment to the second of the two Senior Practitioner posts available by Q1 2014.
- To recruit to the vacant Senior Practitioner post in the Substance Misuse site before the end of 2013.
- 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.
- To consider the findings of the Phase 1 Evaluation report due in September 2013 and initiate any necessary actions as a consequence of these.
- To conduct a Performance Review of Anne Whittaker's work in her CARC post and to advise her and the Substance Misuse site by December 2013 whether satisfactory progress is being made towards meeting the criteria to allow for extension of her secondment agreement in December 2014.
- To support Pam Ramsay's efforts to seek more permanent employment as a clinical researcher in Critical Care beyond the lifetime of her CARC secondment.

- To organise a seminar in Q4 2013 to consider models for the sustainability of clinical academic research careers for NMAHPs in Lothian, with input from experts in the field nationally.
- To ensure that the Patient and Public Involvement Plans received from the first two sites are acted upon, and to request a similar plan from the Weight Management and Dementia sites.

5. Appendices

Appendix A. CARC Scheme Milestones: September 2012–September 2013

Sept 2012	Second Annual Report and second annual meeting of the Scheme Steering Group.
Oct 2012	Demonstration Site Applications Cycle 4. Third and final demonstration site funded: NHS Lothian Weight Management/Queen Margaret University/Edinburgh Napier University/NHS24 bid titled 'Development and Evaluation of a Self Management Platform for Weight Management'
Feb 2013	24 months Progress Report received from Critical Care demo site.
Mar 2013	12 months Progress Report received from Substance Misuse demo site. Commission for Phase 1 Evaluation advertised nationally. Performance Review conducted re: Dr. Pam Ramsay's progress vis-a-vis the possibility of secondment extension. Very satisfactory progress recorded. Weight Management site advertises two Senior Practitioner/PhD posts. One application received. Decision taken to defer interviewing pending possible emergence of other interested candidates.
Apr 2013	Interviews of applicants for Phase 1 Evaluation. Team from University of Worcester accept the commission. Conditional acceptance by Edinburgh Napier University of Substance Misuse site's Senior Practitioner's submission for transfer to doctoral study.
May 2013	Commencement of Phase 1 Evaluation Verbal commitments to establish a funding model for a Dementia site received: NHS Lothian/ University of Edinburgh (Alzheimer Scotland Dementia Research Centre)/Alzheimer Scotland supporting a programme titled 'Risk Management for Resilience on Discharge from Hospital for People with Dementia' Substance Misuse site's Senior Practitioner resigns her CARC post.
June 2013	Edinburgh Napier University commit to making up the budgetary shortfall thereby allowing recruitment to vacant Substance Misuse site Senior Practitioner post on the basis of a 5 year part-time PhD as per previous incumbent.
July 2013	Dr. Pam Ramsay applies to Management Group for extension to her secondment ending January 2014. No new interested individuals emerge for the Weight Management site Senior Practitioner posts. Decision taken to interview the one applicant. Substance Misuse site advertises vacant Senior Practitioner post internally within the Substance Misuse Directorate only. Site given leave to advertise the post on the basis of a 3 year full-time PhD at the request of Substance Misuse Directorate Senior Management Team.
Sept 2013	Despite several notes of interest no applications for vacant Substance Misuse site Senior Practitioner received. Site decides to re-advertise on the basis of either 5 years part-time or 3 years full-time to NMAHPs across all of NHS Lothian. Management Group supports Dr. Pam Ramsay's application for secondment extension up to a maximum of one further year commencing January 2014. Interview and provisional appointment of candidate for first Weight Management site Senior Practitioner/PhD post. Job descriptions and manpower authorisations in place to advertise two posts in the Dementia Site with a view to a January 2014 start. Third Annual Report and third annual meeting of the Scheme Steering Group.

Appendix B. Critical Care site: Update on Patient and Family Involvement (September, 2013)

Data collection on the RELINQUISH study (a longitudinal qualitative study of healthcare and support needs among ICU survivors at up to one year following hospital discharge) is complete and analysis is ongoing. A final Steering Committee (incorporating a former patient) will be held in due course and our findings disseminated.

The EPIC study is well underway; this study integrates qualitative findings from my programme of work into a web-based resource which will support recovery among ICU survivors and their family members. The website is being developed in collaboration with patients and family members through a series of focus groups and online evaluations. Their expertise has been instrumental in reviewing content, media, ease of use, etc. A former patient is a co-applicant on this study and a key member of both the development team and the Steering Committee.

I sit on the Steering Committee of the James Lind Alliance/Intensive Care Society's Priority Setting Partnership; a national collaboration which aims to draw patients, families and clinicians together for the purpose of identifying mutual research priorities. The findings from this innovative project are likely to inform calls for future critical care research from large scale funders. I have also collaborated with two former patients and together, we have secured funding for two of the first patient led support groups for ICU survivors in Scotland. The first meeting was recently held in Dundee and the Edinburgh group will commence in winter, 2013.

Dr. Pam Ramsay
CARC Advanced Practitioner

Appendix C. Membership of Management Group

NHS Lothian

Andy Peters, AHP Research & Development Facilitator (Chair)

Juliet MacArthur, Lead Practitioner Research (Vice-Chair)

Dr. Janet Hanley, Research Manager (Capacity and Capability)

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

Professor Thanos Karatzias

School of Health Sciences, Queen Margaret University Edinburgh

Dr. Elaine Bannerman, Senior Lecturer

School of Health in Social Science, University of Edinburgh

Professor Pam Smith, Professor of Nurse Education

Appendix D. Membership of Steering Group

NHS Lothian

Professor David Newby, Director Research and Development Office (Chair)

Lynne Douglas, AHP Director

Dr. Michael Brown, Consultant Nurse, Learning Disabilities

Geoff Hunter, Senior Personnel Manager

Glen Merritt, Management Accountant Assistant, R&D Office

Edinburgh Napier University

Dr Jayne Donaldson, Head 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

Appendix E. Membership of Applications Review Panel (Cycle 4)

NHS Lothian

Dr. Christine Phillips, Former Deputy Director R & D Office (Chair)

Juliet MacArthur, Lead Practitioner Research

NHS Education for Scotland

Dr. Lesley Whyte, Programme Director, Nursing and Midwifery

Edinburgh Napier University

Professor Catriona Kennedy, Director of Research, School of Nursing, Midwifery and Social Care

University of Edinburgh

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

Dr. Chris Weir, Associate Director (Statistics), MRC Hub for Trials Methodology

Queen Margaret University

Professor Tom Mercer

NMAHP Research Unit, University of Stirling

Dr. Helen Cheyne, Reader