



CURRICULUM VITAE

Stephen Ronald Humphries

Consultant Psychiatrist
12 Harley St London

DATE OF BIRTH: 21st June 1959

MARITAL STATUS: Married – 4 children

QUALIFICATIONS:	MB ChB (Manchester)	1982
	MRCPSych	1987
	Diploma in Psychotherapy	1988
	FRCPSych	2002

First Substantive
Consultant Appointment: May 1991

Clinical Experience:

1982 - 1983	House Officer, General surgery, Macclesfield
1982 - 1983	House Officer, General Medicine, Lancaster
1983 - 1984	Senior House Officer, Geriatrics, Lancaster
1984 - 1985	Senior House Officer, Psychiatry, Lancaster
1985 - 1988	Registrar, psychiatry, Merseyside
1988 - 1991	Senior Registrar, Newcastle
1991 - 2012	Consultant Psychiatrist, Tees and North East Yorkshire
2000 - 2002	Associate Medical Director, North Tees
2002 - 2005	Medical Director Tees and North East Yorkshire NHS Trust
2002 - 2008	Director of Medical Development, TEWV NHS Trust
2003 - 2009	Associate Director & National Lead New Ways Working NIMHE/CSIP
2008 - 2009	Consultant psychiatrist Tees Esk and Wear Valleys NHS FT
2009 - 2012	Clinical Director Cumbria Partnerships NHS Trust
2009 - now	Private Consultant Psychiatrist at Twelve Harley Street.

MEDICO-LEGAL EXPERIENCE

I completed approximately 300 reports between 1991 and 1999. Between 2000 and 2006 I took a break as a medical manager and started again in 2006 with a significant GMC fitness to practice trial. I completed approximately 10 reports during 2006 - 2008 when working for the National Institute for Mental Health and as a medical director, and since January 2009 I complete about 70 reports per year.

Over the years I have prepared reports in a mixture of civil and criminal cases in various areas including clinical negligence, personal injury, employment and family, and have given expert evidence in Magistrate and Crown Courts on a regular basis. I am on the register of Expert Witnesses.

EXPERIENCE

I was first appointed as a *consultant psychiatrist* in May 1991, based at St Luke's Hospital in Middlesbrough. I worked initially in the central Middlesbrough sector and quickly moved my clinical base to the Community Mental Health Centre at Parkside where I helped to develop the community mental health team and day services. I was actively involved in the planning and development of the Parkside Inpatient Unit and took an active part in the evaluation of that project.

This post was extremely busy but gave good clinical experience of an inner town psychiatric service with more than its fair share of deprivation and associated psychiatric morbidity.

During my first consultant post, the service became part of the South Tees Community and Mental Health NHS Trust, later, after amalgamation to become the Tees and North East Yorkshire NHS Trust.

I moved sector in 1997 in order to gain further experience of setting up a service in a sector which at the time was ailing. Together with other members of staff, the service very quickly began to function and I was able to be involved in the development of new community mental health facilities at Eston and help set up an effective and vibrant working team.

In January 2000 I moved once more, this time to the post of Consultant Psychiatrist at North Tees General Hospital, in the role of *Associate Medical Director* to the northern locality of North Tees and Hartlepool. I regarded this as a more significant challenge but one which would give me the ability to widen my managerial experience and to help in the development of a service which was almost at a state of collapse.

This particular appointment was extremely challenging in view of the very low morale amongst staff, with open hostility between some aspects of Primary and Secondary Care, and at times a difficult relationship between the then PCG and Northern Locality management. A particular difficulty at that time was the inability to attract substantive consultant medical staff to work at North Tees due to its poor reputation.

During my time in Stockton, I was able to fully recruit to vacant posts and by the time I left to become Medical Director, the service was stable and forward looking. It has continued in that manner and now has several innovative teams based on NWW with the 2006 CSIP Positive Practice Award winning team in Easington within its boundaries.

In 2002, I applied for and was successful in being appointed to the post of *Medical Director to Tees and North East Yorkshire NHS Trust*. My remit was the medical management of 50 consultants, (including organising their appraisal; job planning and disciplinary issues) and Clinical governance. I was also responsible for Risk Health and Safety; Claims; Research and Development and Caldicott. I also had in my portfolio Pharmacy; Medical Development/Recruitment and Patient Liaison.

The Trust was amongst the first 4 Trusts nationally to implement the new consultant contract and was able to meet the European Working Time Directive by 1st August 2004.

In 2005 I was appointed as *Associate Director in NIMHE in New Ways of Working, a led by the NIMHE National Workforce Programme*. I have worked extensively nationally since then presenting at numerous national conferences, chairing various national workforce committees and advising the Minister of State for Health and the House of Lords on the workforce implications of the new Mental Health Act. As a member of the National Steering Group for New Ways of Working I have made major contributions to 2 DH published documents- *NWW for Everyone (2007)* and the *NWW Implementation Guide (2007)*. I have been involved in training senior executives in a series of National Learning sets in NWW and am a member of the Royal College of Psychiatrists NWW Steering Group.

In 2006 I was appointed *National Advisor in NWW to the Royal College of Psychiatrists*. In 2005 I was also appointed part time as *Director of Medical Development Education and Research* to the newly merged Tees Esk and Wear valleys NHS Trust. In 2008 I left this post and worked part time for NIMHE.

In Nov 2008 I began working again in Teesside establishing a Lean process on the in patient wards. I left this post to work as consultant psychiatrist to the Crisis Team at Charing Cross hospital in London whilst I established a private practice in Harley Street, London, between Feb 2009 and the current date.

In 2006 I visited Japan as a member of the NE Pathfinder group implementing *Toyota Lean Thinking* into the NHS and am certified as trained in the principles of Kaizen. I worked on the integration of CCTA and Lean within DH. I was actively involved at a national level with Occupational Standards for Psychological therapies and IAPT implementation. I was a member of the NWW group in the NHS Confederation and played a major role in rewriting the "Joint Guidance for the Appointment of Consultant Psychiatrists" and sat on the joint DH Royal College Committee overseeing its redraft.

In 2009-2013 I returned to a greater degree of clinical practice combining the role of clinical director within a large NHS trust in Cumbria with clinical work into early intervention in psychosis and acute inpatient care in Carlisle. I also became established in private practice at 12 Harley Street. This thriving practice has given me broad experience in private outpatient assessment across a wide range of conditions including a number of assessments of adult Asperger's syndrome and ADHD. I have developed quite an interest in ADHD in particular, and have a growing caseload of patients undergoing treatment.

In 2013 I retired from clinical work in the NHS but retain a contract with the Cumbria Partnerships NHS FT and now work part time in private practice in Harley Street and at Park View Medical Centre Middlesbrough. As part of my private work I carry out about 70 medico-legal reports a year and have carried out a range of civil and criminal cases including a number of prison visits.

I have attended court hearings at most levels including the High Court and Royal Courts of Justice as an expert witness and represented doctors facing fitness to practice hearings at the GMC.

I have received excellent feedback from solicitors on the quality and punctuality of my reports.

ADMINISTRATIVE EXPERIENCE

I have had a great deal of administrative experience over the last 20 years. I have been involved in the following committees:

- Trust Board
- Executive team
- Drug and Therapy Committee
- IM & T Committee
- Care Records Policy Group
- Regional Medical and Clinical Directors Group
- Strategic Planning Group for NCRS in County Durham and Tees Valley
- Section 12 Approval Panel – Durham Health Authority
- Caldicott
- Clinical Liaison Committee (Chair)
- Advance Business Case Working Group
- Consultant Medical Staff Committee
- Specialist Registrar Training Committee (Chair)
- Speciality Training Committee Member
- Trust wide Acute Inpatient Forum (Chair)
- EWTD Steering Group (Chair)
- Governance Committee (Vice Chair)
- Clinical Audit Effectiveness Committee (Chair)
- Directors and Associate Medical Directors Group (Vice Chair)
- Medical Director and Associate Medical Directors Group (Chair)
- Corporate Development Team (Vice Chair)
- NWW National Steering Group
- NWW College Steering Group
- Chair of IAPT National work stream 4 in NWW in psychological therapies with Malcolm Allen CEO of British Institute of psychoanalysis
- NWW steering group in NHS Confederation
- Rewriting joint guidance document for appointment of consultant psychiatrist in DH

In 2007 I represented a consultant psychiatrist in a GMC test case on fitness to practice which rested on NWW. He was completely exonerated.

I have co-chaired a national committee on Increasing Access to Psychological Therapies with Malcolm Allen CEO of the British Institute of Psychoanalysis which is helping to design care pathways for the delivery of psychological therapies within the Governments IAPT program.

OTHER INTERESTS

During 1994 to 2002 I was the Programme Director for Specialist Registrar Training in the Northern Deanery and have overseen 2 Royal College Assessment visits as well as liaising with the Postgraduate Dean at the Postgraduate Institute, carrying out the RITA assessments. I have completed the College Assessor Training. I am an elected member of the Northern Division of the regional College Executive. I have been involved in an assessment visit to Lilongwe General Hospital in Malawi in May 2000 which led to a detailed report submitted to the Tropical Health Education Trust. During the phase of overseas recruitment I travelled to Germany and Spain several times.

TEACHING EXPERIENCE

My teaching experience is very wide and I have regularly taught and lectured to all grades of medical staff; nursing and paramedical personnel. I have given many talks but particularly on my perspective on the management of severe personality disorder. I presented at numerous national conferences on NWW and led the National Learning sets for NWW, in Manchester, Durham and Leeds.

I travelled extensively with NIMHE and have led many change programmes in Trusts who are struggling with NWW. I was actively involved with Cumbria FT on a restructuring of their "Chambers Model". I have done work with 5 Boroughs and MerseyCare with their consultant body in adapting to service and workforce redesign. Recently I have acted as workforce consultant in SWYMHT and Bradford.

I am actively involved in promoting a new integrated model of health care redesign encompassing Lean thinking, NWW and pathways redesign, which was designed by David Newby and myself. I have run several national workshops on the subject the most recent being in Leeds in October 2008 on behalf of the Royal College of Psychiatrists Training and Research Institute. My strongest area of skill is in workforce redesign and change management amongst all clinical staff, and I am very familiar with leading change and not afraid to confront traditional practice.

I am of the opinion that if mental health care is to survive it needs to modernise. Practice has to change towards person centeredness delivered by professional but not precious clinicians in competent teams with an extended skill base.

RESEARCH AND PUBLICATIONS:

I have earlier in my career, published several papers, the most significant of which was published in 1996 in the British Journal of Psychiatry on Munchausen's Syndrome. Since working in my National Role I have contributed to a number of DH documents and begun publishing in journals again.

Publications include:

- NWW for Everyone – DH April 2007
- NWW Implementation Guide – DH June 2007
- A Diary of a NWW Psychiatrist" - published Royal College e-journal 2007 and in the Journal of BAMB in 2007
- "NWW time to get off the fence" C. Vize and S Humphries published March 2008 Bulletin of Royal College of Psychiatry
- "An Integrated Model of Service Improvement- The 3 Legged Stool"
- Published Health Service Journal Sept 2008-with David Newby and C Vize.
- Joint Guidance on the Employment of Consultant Psychiatrist – collaboration between Department of Health, RCPsych and CSIP
- I gathered National data on NWW "in the field" to produce a DVD for launch at a conference in November 2008 - DVD completed and presented at NHS confederation meeting Nov 21st 2008
- I was involved in a research project at Durham University led by Profs. Joe Reilly and Gyles Glover into the cost effectiveness of NWW and use of performance indicators
- I was engaged in collaborative work with the NHS Institute on the development of an integrated Lean, NWW, and Pathways product

Contact Details

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Please thank Dr Humphries for providing such a thorough, clear and professional report so promptly. I will be adding Dr Humphries to our list of experts and recommending him for instruction by my employment law, criminal and personal injury colleagues.

London Solicitor