

Curriculum Vitae



Sam NAYROUZ

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Qualifications *MB ChB* Feb.1988 University of Alexandria
MRCPsych Nov. 1997 Royal College of Psychiatrists, UK

CCST **Dual CCST** in General Adult Psychiatry & Old Age Psychiatry (Aug 2004)
GMC Special Register for Adult & Old Age Psychiatry since 2004

Registration Full GMC Registration (4234191), Approved under S 12 of the MHA (97- current)

Current Posts & Roles **Consultant General Adult Psychiatry**, West London NHS Trust (Jan 05 - current)
Director of Clinical Studies, West London NHS Trust (Sept 2014 - current)
Hon Senior Lecturer, Imperial College Medical School (August 2005 - current)
Assoc Professor of Psychiatry, AUC Medical School, US (Sept 2012 – Nov 2019)
Clinical Professor of Psychiatry, AUC Medical School, US (Nov 2019 – current)

Previous Posts & Roles **Deputy then Senior Clinical Lead**, Ealing Mental Health Service (July 11- Sept 14)
Affective Disorders Pathway Lead, WLMHT (July 2011- Jan 2014)
Primary Care Lead, Ealing Mental Health Services (March 2007- July 2011)
West London Lead, National Primary Care Mental Health Collaborative (05 - 07)

Recent Publications *British Journal of Psychiatry* January 2019 VOL 214 NO 1:
“Treatment-resistant and Multi-therapy resistant criteria for bipolar depression: An international consensus definition” Authors inc; D Hildago-Mazzei, John Geddes, Guy Goodwin, **Sam Nayrouz**, Edward Vieta, Alan Young”

Awards & Nominations 6 ‘Clinical Excellence Awards’
2 ‘Imperial School Teaching Excellence Awards’
Nomination ‘Imperial Student Academic Choice Award SACA’
Multiple personal & team nominations for “West London Trust Quality Award”
Team nomination for prestigious “HSJ British Healthcare National Award 2016”

Current Roles at West London NHS Trust

Consultant in General Adult Psychiatry, Ealing Crisis & Treatment Team -ECATT (April 2012- current)

ECATT is a single point of access, ageless (18 y - no upper limit), borough-wide team with 3 functions:

- 1) *Assessment function* for all new referrals to Ealing Mental Health Service (~250 per month).
- 2) *Brief Intervention Function* aims to treat and discharge patients to primary care within 3 months.
- 3) *Crisis & Home Treatment Function* (as per standard national criteria).

Lead Consultant for Single Point of Access (SPA), West London NHS Trust (April 2016 – current).

SPA is a trust-wide, 24 hours, triaging and crisis support team of clinicians and trained mental health advisors which manages all mental health referrals to West London NHS Trust (Hammersmith, Fulham, Hounslow and Ealing- about 900 referrals per month). It follows a robust clinical triage process and aims to respond within 4 hours in emergency and 24 hours in urgent cases. It also provides a telephone support and advice to patients and carers in crisis 24 hours a day.

My role involves working with 3 CCGs and 3 GP leads to improve quality of referrals from Primary to secondary care and reduce inappropriate referrals. Since April 2016, I have provided daily telephone advice to 450 GPs across the trust allowing GPs to manage increasing numbers of patients in primary care and reducing number of referrals needing to be taken on by the trust to 50%.

Director of Clinical Studies, West London NHS Trust (Sept 2014 – current).

Previous Roles at West London NHS Trust

Consultant in General Adult Psychiatry (Community), Lammas CMHC, Ealing (July 08 - March 12):

Providing whole range of community adult mental health services to largest sector in Ealing (W5, 7 & 13)

Consultant in General Adult Psychiatry (in-patient & Community), Walpole House CMHC &

Conway Ward based at St Bernard Hospital, Ealing (Jan 05 - June 08):

Providing whole range of in-patient & community adult mental health services to W5 sector in Ealing.

Areas of Expertise

Mood Disorders (Bipolar Affective Disorders I & II & Depressive Disorders)

Over the last few years, I have gained wide recognition for my expertise in Mood Disorders at the local and national level.

In 2018, I was a member of a representative panel of national and international bipolar experts who produced the ***International Consensus Definition of Treatment-Resistant and Multi-Therapy-Resistant Criteria for Bipolar Depression***, published in the British Journal of Psychiatry in January 2019.

In 2015, I was a member of 'UK Treatment-Resistant Depression Expert Forum' providing advice to independent organisations and appointed as Lead for the implementation of "Bipolar NICE Guidelines CG185" at West London trust.

I produced, with an internationally renowned Bipolar expert, the podcast on 'Challenges in Diagnosing Bipolar Disorder II' available on the Royal College of Psychiatrists' website and referenced in other websites such as the International Bipolar Foundation and Bipolar UK.

I was the Affective Disorders Lead at West London Trust for 4 years, during which I collaborated with a number of world leaders in Bipolar to integrate the latest evidence-based interventions in developing Bipolar Disorder Intergraded Care Pathway at the Trust.

I founded and ran a 'Specialist Mood Disorders Clinic' in Ealing for 7 years, diagnosing and treating patients with Bipolar Affective Disorders and offering second opinion for complex and treatment-resistant cases. The feedback from patients provided by the Royal College of Psychiatrists' 360 feedback ranked me in the top 10% of participating UK psychiatrists.

My expertise and high standard of care in treating Bipolar Disorders were publicly recognised by the chair of national bipolar disorder charity, *MDF the Bipolar Organisation* (Manic Depression Fellowship) in an article to fight stigma and also led to nomination for 'West London Quality Award - Service Users'.

I led on a '12-week Bipolar Psychoeducation Group pilot' which was published in the Tavistock Psychotherapist Society magazine.

Adult Attention Deficit and Hyperactivity Disorder (ADHD)

I have developed special expertise in Adult ADHD, and acted as the lead for adult ADHD at Ealing, West London Trust for 5 years.

I established the first and only Specialist Adult ADHD Service at Ealing and ran it for 5 years providing specialist assessment, diagnosis and treatment for all adults referred to Ealing Mental Health Service seeking assessment for ADHD or further specialist treatment.

The success and popularity of this service led to a dramatic increase in number of referrals seeking ADHD/ASD assessment, which in 2018 comprised 26% of all referrals to Ealing Adult Mental Health Service prompting the CCG to consider a separate business case for funding ADHD Service in Ealing.

Expert Witness and Medico-Legal work

I have extensive experience as an expert witness in civil, criminal and family proceedings spanning over 15 years. I have been assisting Courts and Tribunals with written and oral expert evidence since 2005. I provide regular psychiatric expert reports on instructions of the defence, the prosecution and the Courts, including acting frequently as a single joint expert. I have wide experience in giving evidence in all types of courts, including remotely.

Civil Proceedings

I have extensive experience as an expert witness in cases of personal mental and psychological injury. I regularly provide expert reports on those who have suffered mental and psychological problems, such as Post-Traumatic Stress, Depressive and Anxiety Disorders, as a consequence of being exposed to traumas, accidents and/or abuse.

I regularly provide expert reports (condition and prognosis) on people who have been exposed to various accidents, including Road Traffic Accidents, accidents in the workplace, violent robberies, serious violence, torture, fires, serious abuse (physical, emotional and sexual), war disasters, bombings and explosions.

I also regularly provide expert reports on those who have suffered traumatic experiences/mental injury due to medical negligence.

I have provided regular assessments of people with PTSD, Depression and Anxiety for 'The UK Criminal Injuries Compensation Authority' (CICA) which is the UK Government Agency dealing with compensation claims from people who have been mentally injured because they were victims of a violent crime.

I have also provided regular reports for 'The Centre for Health and Disability Assessments' on behalf of 'UK Veterans' and 'The Department for Work and Pensions'.

Criminal Proceedings

I regularly provide psychiatric expert reports for the purpose of criminal proceedings on defendants who are diagnosed with, or suspected to have, mental health problems/illnesses that may have affected their behaviour in relation to committing an offence. I regularly provide reports addressing the defendants' fitness to plea and stand trial, mens rea, capacity and state of mind at the time of offence, disposals, vulnerabilities and other relevant matters in these cases.

Employment Tribunals

I regularly provide expert reports for Employment Tribunals, frequently as a single joint expert, in relation to various cases, including employment related mental injury, alleged discrimination, bullying and harassment in the workplace on mental health grounds and alleged unfair dismissal. I am familiar with the disability criteria under The Equality Act 2010.

Family Proceedings

I have provided expert reports in various cases of custody disputes involving parents with mental health problems, including disputes with local authorities.

Capacity Assessment and Second Opinion

I have regularly provided assessments of mental capacity for suspected mental disorders in adults, especially mood disorders (Bipolar I & II, Depressive and Anxiety & Phobic Disorders) and PTSD.

Expert Witness and Medico-legal Training

I have attended various training over the years in relation to medico-legal and expert witness work, including the Bond Solon Expert Witness Courses on 'Excellence in Report Writing - England and Wales', 'Court Room Skills - England and Wales' and 'Cross Examination Training - England and Wales'.

Mental Health Act

I was a member of the 'Mental Health Act-2007 Implementation Group' at the West London Trust which oversaw the introduction of the Mental Health Act-2007 within the trust and I delivered large-scale lectures to regional groups of psychiatrists around the UK on the 'new' Mental Health Act at the time of its introduction in 2008 and throughout 2009.

Approved under S 12 of the Mental Health Act since 1997 and approved Clinician for Purpose of MHA.

Primary Care

I have worked very closely over the last 13 years with primary care/CCG, developing clinical pathways & shared care protocols and delivering trainings to improve integrated care between primary & secondary care for a safe patient transition between the two systems. I developed the first *Ealing Adult Primary Care Strategy* and co-developed, with CNWL Trust, GP Training Modules approved by North-West London CCG to improve shared care & joint work with Primary care.

I was the trust's lead on the *National Primary Care Collaborative* between 05- 07, trust's primary care lead between 07-11, deputy then senior clinical lead in Ealing between 2011-14 and trust's single point of access lead from 2016 – current. In each position I played the leading role in improving interface between primary / secondary care in Ealing, and more recently, Hounslow and Hammersmith & Fulham.

Since April 2016, I have been providing a daily telephone advice service to 450 GPs in West London Trust which reduced inappropriate referrals to secondary care including unnecessary use of A&E. I led on developing new 'Primary Care Referral Management Criteria' in Ealing with CCG leads.

I represented West London Trust in 'Early Adopter of Whole System Integrated Care Team, which developed the pioneer vision for the *'Whole Systems Integrated Care'* in North West London to enhance care quality. I co-produced a new WSIC MDT model of care, presented it to an "External Advisory Panel" of notables from national & international health & social care experts.

Areas of Achievements and special interests

- Member of the *Medicine Management & Optimisation Committee* at West London Trust, contributing to all aspects of monitoring & improving medicines safety across the Trust and reviewing policies, guidelines & incident monitoring reports to ensure safe and best prescribing practice (2015– current).
- Led on developing the first *Single Point of Access Service* at West London Trust (April 16-current) which was nominated for 2 awards; externally by North West London CCG for the prestigious National “HSJ British Healthcare Award 2016” and internally for “West London Trust Quality Awards 2016”. The service was acknowledged by a live broadcast on Sky News as an example of “improving patients’ care in UK”.
- Represented West London Trust between April 2015-17 on ‘North West London Urgent Care Evaluation & Learning Group’ led by North-West London CCG to agree the processes of evaluating Urgent Care Pathway at North West London (CNWL & WLNHS Trusts).
- Physical Healthcare Strategy Lead, West London NHS Trust (2009-2011) and Vice Chair of “Trust Physical Healthcare Committee”, West London NHS Trust (2011-2013).
- Represent West London Trust at ‘Ealing Drug & Alcohol Programme Board’ which develops and oversees delivery of Ealing Alcohol Strategy (2014).
- Led on developing the first ‘Intake & Assessment Team’ as a pilot at the Lammas CMHC which was nominated for ‘West London Innovation Quality Award 2010’.
- Led on establishing the first ‘Borough-wide Assessment & Intake Team’ in Ealing (2012).
- CQUIN Lead for Ealing Mental health service - achieved all green (2011 -12).
- Represented West London Trust at the “Urgent Care CQUIN Task / Finish Group” & led on agreeing the Clinical Quality Standards for North West London CQUIN 2014/15 Assessment Audit.
- Trust lead for PbR over 2 years and represented West London Trust on the "London Currency Development Project Board". Provided a core role in progressing PbR implementation process at the trust from scratch to an advanced position among other London Trusts.
- Trust’s lead on the ‘Southall Initiative for Integrated Care’, Ealing Primary care/CCG (2010).

Management

Deputy then Senior Clinical Lead, Ealing Mental Health Services (2011 – Sept 2014).

I led the borough’s adult mental health services, line-managed medical staff, re-structured and chaired clinical governance meeting and took forward clinical governance & patient safety agenda in Ealing.

My leadership role is described by the trust's upper management in official Senior Management Committee records as 'turned round Ealing in 9 months'.

Teaching & Academic Roles

- Senior Lecturer at Imperial College Medical School, London (2005 – current).
- Associate Professor of Psychiatry, AUC Medical School, Florida (since Sept 2014).
- Examiner at Imperial College Medical School final clinical exam (2003 –current).
- Examiner at GMC competence CASC test for fitness to practice procedure.
- Examiner at the Royal College of Psychiatrists (CASC) of final clinical MRCPsych exam (2010-14).
- Lecturer at Imperial College Medical School Year 5 academic course (2005 – current).
- Lecturer at Charing Cross MRCPsych mandatory course part I and II (2008 – current).
- Lecturer at WPF “Postgraduate Diploma / MA in Psychodynamic Psychotherapy” (2003- current)
- Lecturer at Ealing GP vocational training Scheme (2005 – current).
- Educational and clinical supervisor of specialist psychiatric basic and higher trainees.
- Deputy Director of Clinical Studies, West London NHS Trust (May 2005 – Aug 2014).
- Chair of West London Trust's “Undergraduate Medical Committee” (Sept 2014 – current).
- Ealing Clinical Coordinator of Imperial & International AUC Medical Students (2005 – Current).

I extensively contribute to education locally, nationally & internationally through my academic teaching roles as an Hon Senior Lecturer, Imperial College & Assoc Professor of Psychiatry, AUC Medical School US. I lead all aspects of organising, delivery & quality assurance of undergraduate teaching at West London Trust.

I acted as a reviewer for Psychiatry Section of “*DynaMed*” online clinical reference tool created to provide latest, best available evidence-based clinical data through Systematic Literature Surveillance.

I have been awarded the **Imperial School Teaching Excellence Award** twice in 2011 and 2018.

Clinical supervision:

Currently clinical supervisor for the following;

- 1 ST4-6 from St Mary's and Charing Cross Higher Psychiatric Training Scheme.
- 1 CT 1-3 from St Mary's and Charing Cross Higher Psychiatric Training Scheme.
- 2 FY2 trainees, 1 VTS GP trainee, 1 Speciality doctor, 2 Imperial and 1 AUC medical students.
- 1 GP Trainee in psychiatric placement

Current Research & Recent Publications

"Treatment-resistant and Multi-therapy resistant criteria for bipolar depression: An international consensus definition".

D Hildago-Mazzei, John Geddes, Guy Goodwin, Sam Nayrouz, Edward Vieta, Alan Young".
British Journal of Psychiatry January 2019 VOL 214 NO 1:

Principle investigator of 'DPIM Study' at West London Trust in collaboration with North West London Clinical Research Network: "DNA Polymorphisms in Mental Illness". The DPIM study is looking into genetic factors involved in Bipolar Affective Disorder & Schizophrenia, along with other mental illnesses. Achieved significant overrecruitment.

Principle investigator: R&D Ref NAYSW1401 at West London Trust jointly with Ealing Acute Trust.
Title: "Sexual & Reproductive Health in psychiatric patients". This is a cross sectional study to determine prevalence of STIs & history of sexual abuse in psychiatric outpatients. On going work.

Provided the clinician review for the linguistic validation to UK system of the "MINI International Neuropsychiatric Interview" for Schizophrenia (M.I.N.I.7.0 Psy) in 2017.

Continued Professional Development CPD

Up-to-date CPD. Latest Conferences / Training events include:

- 'European College of Neuro-psychopharmacology' (ECNP) annual conference – multiple.
- 'European Congress of Psychiatry' (EPA) - European Psychiatric Association annual Congress- multiple.
- 'World Psychiatric Association' (WPA) annual conference.
- 'Cognitive Dysfunction in Depression'.
- 'Neuromodulation in Depression'.
- 'Difficult to Treat Depression', 'Neurobiology of Depression and targets for Pharmacotherapy'.
- 'UKAAN ADHD' annual conference – multiple.
- Numerous Adult ADLD Training events.
- 'Root Cause Analysis Training' (RCA) and 'NCAS Case Investigator Training'.
- 'Approved Clinician Training', 'Mental Capacity Act Training', 'Mental Health Law Update'.
- 'Clinical Risk Training', 'Safeguarding Children Level 3 Training', 'Safeguarding Vulnerable Adult Training'.
- Bond Solon Expert Witness Courses 'Excellence in Report Writing - England and Wales'.
- Bond Solon Expert Witness Courses 'Court Room Skills - England and Wales'.
- Bond Solon Expert Witness Courses 'Cross Examination Training - England and Wales'.
- Royal College of Psychiatrist 'Autism Training'.
- CBT Skills Training 8 sessions over 8 weeks.

- ‘ADHD Hidden Morbidity in Patients with Substance Misuse’ Training.
- ‘Remote Medical consultation/Assessment’ Medical Protection Society MPS
- ‘Information Governance’ Training, ‘Equality and Diversity’ Training.
- ‘Mental Health Law and Mental Capacity’ Training.

History of Previous Employments

Locum Consultant in General Adult Psychiatry NHS- Full time Barnet, Enfield & Haringey Mental Health Trust	Oct 04–Dec 04
CHARING CROSS HIGHER PSYCHIATRIC TRAINING SCHEME , London	Aug 2000 – Oct 04
Specialist Registrar in Adult Psychiatry , Charing Cross Hospital, London	April 04 – Oct 04
Specialist Registrar in Adult Psychiatry , Charing Cross Hospital, London	April 03 – March 04
Specialist Registrar in Old Age Psychiatry , Chelsea & Westminster Hospital, London	April 01 – March 03
Specialist Registrar in Forensic Local Secure Service , Ealing Hospital, London	Aug 00 – March 01
SpR Court Diversion scheme (Special interest), Horseferry Road Magistrate’s Court	2 days a week 2002
SpR, Eating Disorders (Special interest), Priory Roehampton Hospital	2 days a week 2001
Staff Grade in Adult Psychiatry , Northwick Park Hospital, Harrow	Nov 96 – July 00
ST MARY’S BASIC PSYCHIATRIC TRAINING SCHEME, London	Aug 92 – Oct 96
Registrar in Adult & Forensic Psychiatry , St. Mary’s Hospital, London	Aug 96 – Oct 96
Registrar in Learning Disability , Kingsbury community Hospital, London	Feb 96 – July 96
Registrar in Child & Adolescent Psychiatry , Northwick Park Hospital, Harrow	Aug 95 – Jan 96
Registrar in Adult & Liaison Psychiatry , QE II Hospital, Welwyn Garden City	Feb 95 – July 95
Registrar in Adult Psychiatry & Substance Misuse , Northwick Park Hospital, Harrow	Aug 94 – Jan 95
Registrar in Adult Psychiatry , Northwick Park Hospital, Harrow	Feb 94 – July 94
Senior House Officer in Old Age Psychiatry , St Charles Hospital, London	Aug 93 – Jan 94
Senior House Officer in Adult Psychiatry , Central Middlesex Hospital, London	Feb 93 – July 93
Senior House Officer in Adult Psychiatry , Northwick Park Hospital, Harrow	Aug 92 – Jan 93
Senior House Officer in Medicine (Locum), Gwynedd Hospital, Wales	April 92 - July 92