

## The New Queen's Nurse Title 2017 Guidance for Applicants



*Promoting excellence in community nursing to improve the health and well-being  
of the people of Scotland*

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## About QNIS

The Queen's Nursing Institute Scotland (QNIS) is a charitable organisation (SC005751) which exists to promote excellence in community nursing to improve the health and well-being of the people of Scotland.

*“Our purpose is to enable nurses who work in Scotland's communities to be the very best they can be.”*

And we do this through:

- **CONNECTING** people who share a passion for high quality nursing in the community,
- **EQUIPPING** nurses with the education, skills and confidence they need to help people achieve better health and wellbeing and
- **CHAMPIONING** nurses' roles as advocates for quality health and care.

The Institute has recently agreed a new strategy for the next three years and QNIS Council has taken the decision to reintroduce the Queen's Nurse (QN) title to Scotland. The title will be awarded to clinical leaders who can demonstrate their impact as expert practitioners.

We are building on a 79 year history of developing Queen's Nurses for Scotland. Queen Victoria's Jubilee Institute for Nurses first started training Queen's Nurses at Castle Terrace in Edinburgh in 1889. Training stopped in 1968 and we have a proud tradition and a clear set of values as a foundation for contemporary community nursing excellence.

QNIS would like to acknowledge the inspiration and guidance of colleagues in our sister organisation The Queen's Nursing Institute and the hard work and advice of the members of the Task and Finish group who have shaped this new programme.

## What is a Queen's Nurse?

Originally a Queen's Nurse was one of the first nationally trained community nurses. The training developed over the years and most Queen's Nurses who trained after WWII were already registered nurses, midwives and health visitors, before coming to do their Queen's training, and the course developed their skills in home nursing.

***“Being a Queen's Nurse has given me the recognition of being an experienced “hands on” clinician at national level”***

Candice Pellet OBE QN

Today we have a huge variety of community based nursing roles. Our contemporary Queen's Nurses may be learning disability nurses, criminal justice nurses, general practice nurses, community mental health nurses, school nurses, health visitors, community midwives or district nurses (likely to be senior practitioners, at level 6/7 of the NHS career framework). The Institute will award 20 Queen's Nurse title awards each year to showcase excellent community nursing practice; the number will grow year on year.

So what would a new Queen's Nurse look like? We have tried to describe this in an **‘Excellence Profile’**.

***Queens Nurses.... Inspiring Others by making a difference:***

They find opportunities (or circumstances find them) for changing how things are currently done, recognising how things should and could be, making things better for individuals, families and communities and/or helping others to make a significant impact.

***Queens Nurses.... Inspiring Others with tenacity and resilience:***

They find their way across boundaries, around obstacles, through bureaucracy and successfully challenge “*but we don't have control over that*” or “*that will never work here*” attitudes. They just keep bouncing back, finding new doors to open each time one closes.

***Queens Nurses.... Inspiring Others by bringing people with them:***

Through “*coming from the heart*”, their enthusiasm and persuasive nature, they create a ground swell of support and recognition that has “*carried the day*”, getting others to commit and get things done.

***Queens Nurses.... Inspiring Others with humility and reflection:***

They listen deeply, seeking to understand what really matters. They approach life reflectively, always learning and are kind to themselves. They will sometimes be surprised by personal recognition for their achievements, and are quick to attribute success to the contribution of others.

## Why become a Queen's Nurse?

We know that caring for people in their own homes or in a community setting is fundamentally different from working within a hospital setting. Community practice requires enhanced skills and expertise and it is important to celebrate this. The Queen's Nurse title exists to recognise excellent community nursing practitioners who really make a difference in their communities.

What difference does the reintroduction of the Queen's Nurse title make to:	
The new Queen's Nurses	Queen's Nurses are able to demonstrate exemplary practice as described in the <b>Excellence Profile</b> . Queen's Nurses are able to join a supported network of others and become a social movement for positive change to the health and wellbeing of Scotland's communities.
Individuals, families, communities	There is clear evidence of practice and service development as a result of participants' involvement in the programme. Individuals, families and communities experience exemplary, high quality care.
Population of Scotland / general public	Queen's Nurses are seen to be actively involved in improving health and wellbeing.
Employers	The programme will enable the development of service leaders who inspire others; the recognition of excellence within their areas; and increased profile of high quality work, from external stakeholders linked to key policy drivers.
QNIS	The Institute is able to fulfil its purpose to promote excellence in community nursing, to enhance the health and wellbeing of the people of Scotland and to enable nurses to be the very best they can be.
National policy	By profiling the work of the Queen's Nurses across community nursing roles policy makers are enabled to demonstrate and clearly articulate the impact of community nursing roles.
The Nursing Profession	The programme will provide role models for excellent community nursing practice, show casing and inspiring others towards a career in community nursing.

## The opportunities and benefits of becoming a Queen's Nurse

- You will have the opportunity to undertake a fully funded, contemporary and inspiring development programme.
- You will be entitled to use the words 'Queen's Nurse' or the letters QN after your name.
- You will be presented with your certificate and badge at an award ceremony hosted by the Institute.
- You will undertake free and bespoke master classes every year, so you are able to continue to demonstrate your impact as a practice and service developer.
- You will be a contemporary Queen's Nursing pioneer in Scotland.

## The expectations of the Queen's Nurse

- You will continue to engage with the Queen's Nursing Institute Scotland and act as an ambassador for community nursing. This may involve having others shadowing or to talking about your work at meetings or events.
- You will be profiled in your professional role on the QNIS website so that a general audience can see what excellent community nursing looks like in 2017.
- You will continue to demonstrate the professional and personal qualities that gained you the title of Queen's Nurse.
- You will continue to develop your own practice through deep reflection and to act as a role model for others.
- You will maintain your registration with the NMC and if your registration ceases you will no longer be able to use the Queen's Nurse title.
- You will renew your QN title each year by completing the annual survey.

## **The Queen's Nurse development programme**

The programme will consist of a residential workshop, monthly coaching and two further workshops.

### **The residential workshop**

The residential phase of the development programme takes place soon after the programme begins. This will take place over five days (Monday lunch time finishing after lunch on Friday) 6th-10th March 2017 at Balbirnie House in Fife. The content of the workshop is underpinned by the Framework for Person-centred Practice see Appendix 1 and a draft programme for the week can be found in Appendix 2.

### **Further workshops**

There are two further workshops one midway through the programme (22<sup>nd</sup>/23<sup>rd</sup> June), the other towards the end (19<sup>th</sup>/20<sup>th</sup> October). These take place lunchtime Thursday to lunchtime Friday to allow for travel.

### **Individual coaching and support**

Each candidate will be supported by individual coaching. Following an initial face to face meeting with the coach at the residential workshop, the coaching sessions are 45 minutes monthly by telephone. Additional support will be provided within a 'critical companionship' model where candidates are paired up to support one another through the learning journey. In addition, each candidate is required to have the support of a senior (nurse) manager to act as sponsor for their development project.

### **The development project**

During the programme every candidate will be expected to work on a development project which makes a difference to their community, based on a need which they have identified with their sponsor who may be a senior nurse or other senior manager in the organisation.

### **Costs**

In partnership with Scotland's Gardens, the Queen's Nursing Institute Scotland will fully fund the development programme: the week long (Monday-Friday) residential workshop, the two other workshops, individual coaching (external funding has been applied for) as well as all accommodation and travel costs. We expect employers to fund the time for candidates to participate.

## Being nominated by your Executive Nurse Director

Given that there are currently only twenty funded places each year, we are working with the Executive Nurse Directors in NHS Scotland and nurse leaders from the third and independent sector who have been invited to nominate candidates. Those nominated will then apply using a written application to demonstrate their skills against the [Excellence Profile](#) and describe a development project which they would like to undertake during the development programme.

Nurse Executive Directors have been asked to work with senior nurses to identify two candidates from each NHS Board to put forward for selection. One candidate from each Board will be selected. For third and independent sector candidates there are a set number of places and twice that number will be nominated. The most important quality is that those selected should be really enthusiastic about being put forward to be in the first cohort of new Queen's Nurses, and willing to act as pioneers. We are looking to profile the work of clinical experts across the length and breadth of community nursing specialities.

Candidates for selection as new Queen's Nurses should meet the following criteria. They must:

- Have current registration with the NMC as a nurse, midwife or health visitor.
- Be known as a community nursing expert, and seen as a role model by their peers, probably operating at level 6/7 of the career framework.
- Demonstrate the qualities outlined in the **Excellence Profile**.
- Be available to attend a selection event (see below).
- Be available to attend the residential workshop from 6th-10th March 2017 and the two subsequent 24 hour workshops 22<sup>nd</sup>/ 23<sup>rd</sup> June 2017 and 19<sup>th</sup>/20<sup>th</sup> October 2017.
- Have the full support of a senior (nurse) manager as sponsor within their organisation.
- Have a development project in mind, agreed with their sponsor to work on during the Queen's Nurse Development Programme.
- Have a signed commitment of support from the Executive Nurse Director.

## Completing the application form

This is an opportunity for you to take your career to a new, exciting level and be recognised as a clinical expert in your area. Once you have been nominated by your Nurse Executive Director, you will need to complete the application form. Since the opportunity is an important one, we are asking people to be reflective in their applications. If you have been through the new NMC revalidation process you will have material which you can draw on. It will take significant time and thought to complete the application and we recommend that you allow yourself a few weeks to complete the various sections and check them over. The team at QNIS are very happy to advise and give feedback on your application. If you would like to take advantage of this please send through a draft in good time i.e. before 23<sup>rd</sup> December to [fiona.fitheridge@qnis.org.uk](mailto:fiona.fitheridge@qnis.org.uk).

The first sections of the application require information about your career and current role. The supporting information, section 2, asks that you reflect on your practice in the light of the [Excellence Profile](#) which you will have seen on page 4. The Excellence Profile describes the contemporary Queen's Nurse and the qualities which we will be looking to develop further over the course of the development programme. We are looking for examples from your practice of how your expertise already matches the areas described in the profile, recognising that this is a development journey.

Section 3 asks you describe your vision for the role of the contemporary Queen's Nurses in Scotland's communities and why would you like to be selected for the pioneering first cohort. In your own words please describe what this opportunity means to you and why you would like to be considered.

You will also need to have a development project in mind. This is something that you would like to work on with the support of your action learning set and individual coach during the nine month programme. In section 4 of the application please set out:

- the nature of the issue or community need you wish to address,
- who will need to be involved,
- how you hope to make a difference, and
- how you will measure the impact.

For example you may have identified that there are many unsupported and isolated carers in a particular neighbourhood. You may decide that you'd like to work with local third sector organisations, and voluntary groups, general practice team members and the parish church to fully explore what already exists and how best to connect people in new ways.

## The organisational support form

This additional form is to be completed by a senior manager within your organisation who agrees to act as sponsor during your development programme. This is likely to be a senior nurse who has line management responsibility for your team. You may not be managed by a senior nurse and you may prefer to work with another senior member of staff as your sponsor.

Your sponsor will work with you on your development project, agreeing the work as a priority for your organisation and community, and supporting you as you scope and develop the initiative.

This form needs to be counter signed by your Executive Nurse Director in NHS Boards or an equivalent executive leader for third sector and other independent employers.

## Next steps: the assessment and selection process

Once you have submitted your application, the panel will invite shortlisted applicants to a regional selection day. The regional selection days have been carefully designed to be relaxed, informal and interactive. From your written application forms we will have robust information about your experience, expertise and your proposed project, so the focus of the selection days will be on assessing your communication skills. Please ensure that you are available on the day allocated to your region.

Region	Venue	Date	Area
North	Inverness	19 <sup>th</sup> January	Highland, Grampian, Western Isles, Shetland, Orkney
West	Glasgow	26 <sup>th</sup> January	Greater Glasgow and Clyde, Lanarkshire, Dumfries and Galloway, Ayrshire and Arran
East	Edinburgh	31 <sup>st</sup> January	Tayside, Fife, Forth Valley, Lothian, Borders

We hope that whatever the outcome, you will enjoy the selection days and that even if you are not included in the first group of Queen's Nurses the process of reflection in completing the application will have been affirming and useful. Please be aware that as well as personal qualities we are looking to profile a range of community nursing roles and expert practitioners from across the regions of Scotland.

All candidates will be given written feedback from the application and assessment process which can be used for appraisal and revalidation.

## Summary

- **Please answer each question on the application form clearly and completely. Detailed answers are required to ensure that QNIS has sufficient information to assess whether you have the qualities to be a new Queen’s Nurse pioneer.**
- **Please ensure that you include an organisational support form with your application which needs to be completed by your sponsor and countersigned at executive level.**
- **Applications received after the closing date of 4th January, at midday, will not be considered.**

Please ensure that you are available on all the following dates:

- Regional selection event. Check **Region** table above.
- Residential workshop from 6th-10th March 2017
- Follow up workshops 22<sup>nd</sup>/ 23<sup>rd</sup> June 2017 and 19<sup>th</sup>/20<sup>th</sup> October 2017.

Please get in touch if you have any further questions and remember we are very happy to give feedback on your application if you send us a draft in good time.

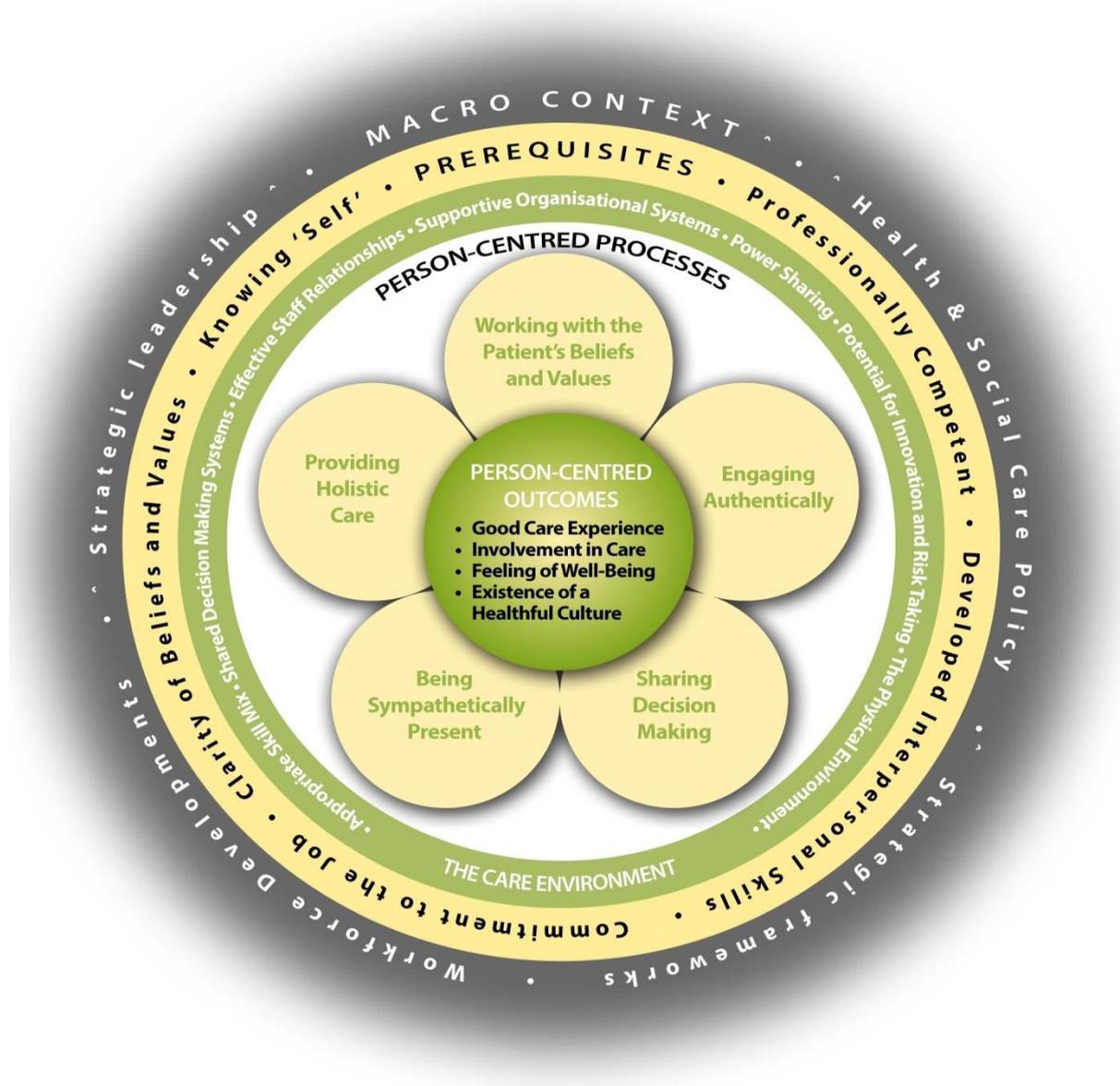
Tel: 0131 229 2333

Email: [fiona.fitheridge@qnis.org.uk](mailto:fiona.fitheridge@qnis.org.uk)

*“After a pause of almost 50 years we are delighted to see Queen’s Nurses in Scotland again. This is a great opportunity to profile the excellent work of community based nurses, to connect, champion and equip Scotland’s contemporary nursing experts.”*

*Clare Cable, Chief Executive and Nurse Director*

## Appendix 1: The framework for person centred practice



Brendan McCormack, Tanya McCance (2016),  
 Person-centred Nursing: Theory and Practice, Wiley-Blackwell

## Appendix 2: The residential workshop

### A five day journey of discovery

	<b>Excellence profile</b>	<b>Theme</b>	<b>Master class content</b>
<b>Monday</b>	<b>Queens Nurses.... Inspiring Others with humility and reflection:</b> They listen deeply, seeking to understand what really matters. They approach life reflectively, always learning and are kind to themselves. They will sometimes be surprised by personal recognition for their achievements, and are quick to attribute success to the contribution of others.	Reflecting	Personal values Critical reflection Person-centred culture Critical companionship
<b>Tuesday</b>	<b>Queens Nurses.... Inspiring Others by making a difference:</b> They find opportunities (or circumstances find them) for changing how things are currently done, recognising how things should and could be, making things better for individuals, families and communities and/or helping other to make a significant impact.	Enabling	Making change happen Participatory approaches to evaluation Embracing risk Engaging individuals, families and communities
<b>Wednesday</b>	<b>Queens Nurses.... Inspiring Others with tenacity and resilience:</b> They find their way across boundaries, around obstacles through bureaucracy and successfully challenge “ <i>but we don’t have control over that</i> ” or “ <i>that will never work here</i> ” attitudes. They just keep bouncing back, finding new doors to open each time one closes.	Presencing	Creating momentum for change Personal resilience Engagement and belonging
<b>Thursday</b>	<b>Queens Nurses.... Inspiring Others by bringing people with them:</b> Through “ <i>coming from the heart</i> ”, their enthusiasm and persuasive nature, they create a groundswell of support and recognition that has “ <i>carried the day</i> ”, getting others to commit and get things done.	Partnering	Advanced communication skills Creating connections and building networks Using evidence to make a persuasive case
<b>Friday</b>	<b>Overview</b>	Reflecting Enabling Presencing Partnering	Bringing creativity to planning the next eight months, reflecting on the learning from the week to sustain us on the journey.