Promoting Excellence in Community Nursing across Scotland

NEWSLETTER AND REVIEW OF THE YEAR 2016

PATRON: HRH QUEEN ELIZABETH II  A Scottish Charitable Incorporated Organisation with charity no. SC005751
October 2016

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From the Chair

2016 has been a year of continuing change for QNIS, which will help us move forwards to effectively “promote excellence in community nursing”.

At the beginning of 2016, the final stages of our office refurbishment took place, and the staff team are now enjoying a brighter working space, wired for a digital age. The refreshed environment is conducive to better team working, and provides a warm welcome for visitors.

There have been a number of changes in the staff team, with roles now fully reflecting the needs of our strategic plan which we launched last year. It has been a pleasure to drop round to the office when I’m in Edinburgh, to be greeted with smiling faces and to share a tale or two with the team.

Our Council (Board of Trustees) has seen changes too, with Trustees moving on to new and exciting opportunities, and new Trustees bringing interesting, fresh perspectives. I continue to appreciate and be impressed by the commitment and dedication of our Council.

Our online presence has also changed. November saw the launch of the new website – with a more contemporary style that seems to be going down well with our stakeholders. Do make sure you have explored it and to see what’s there. While there has been a lot of change, some things have stayed the same.

Our Conference was, once again, a tremendous success, breaking the attendance records set last year and 2017 looks like it will continue the trend.

Our Long Service Awards and Academic Prizes continue to be much appreciated, with some fantastic events taking place. In ensuring we have a presence across the country, our friends and Trustees have done a power of good presenting awards all over Scotland.

Our programme funding maintains the focus on health inequalities; with a further six Catalysts for Change projects receiving support. There are some remarkable projects underway, covering areas as diverse as social prescribing for gypsy travellers and mental health peer support.

Our Chief Executive and Nurse Director has been a constant influence throughout all this change, and it was rewarding to have her change recognised externally. During 2016 Clare was awarded an Honorary Professorship within the Division of Nursing of Queen Margaret University, and just last month received a prestigious scholarship for the Florence Nightingale Foundation. This is great news for Clare and for QNIS, promoting the great work in which we are involved.

Change has been a central theme for QNIS this year, but it has been positive, ensuring that QNIS continues to be a force for good, and we fully intend to keep up the momentum through into the new year.

Wishing you all the best for 2017.

From the Chief Executive and Nurse Director

The policy context in which we work also continues to change. In this last twelve months we have experienced extraordinary changes in our political landscape which will have profound implications on the way we work with our neighbours across the UK, Europe and further afield. In Scotland we are engaged in transformation; Scottish Government is Transforming Primary Care and Transforming Nursing Roles and we are working hard to ensure that the voice of community nursing is strong in those conversations. We have been working in collaboration with others to strengthen that voice; with colleagues at the Royal College of Nursing and with partners across the health professions. We are also keen to ensure that we address key nursing issues with our nursing partners across the UK and we are following the 2015 Joint Standards on District Nursing with QNI with another piece of work on General Practice Nursing.

In the midst of flux I continue to be grounded and inspired by my conversations with frontline nurses and health visitors, managers and education leaders...... as well as the Retired Queen’s Nurses. Pennie Taylor’s filmed interviews with a number of extraordinary individuals are wonderful. Do take the opportunity to watch them online. We continue to look for opportunities to share the wisdom of our predecessors and this year we held two brilliant intergenerational events bringing DN students together with Retired Queen’s Nurses to share stories ideas and experience. And of course as we begin 2017, we are selecting our new Queen’s Nurses, who will take up the mantle from the previous generation and act as role models for high quality care across the range of community nursing disciplines. We are truly grateful to our funders without whose support we could not make the difference we do. The Queen’s Nurse Programme is being enabled with generous financial support from Scotland’s Gardens and the Burdett Trust for Nursing which is greatly appreciated.

This is my opportunity to say thank you to the staff and Trustees for all their amazing hard work, and to the many community nurses who I have met this year, through Catalysts for Change, at awards events, whilst shadowing in the Boards and through committee work, for continuing to be my inspiration as we work together to promote excellence in community nursing to improve the health and wellbeing of the people of Scotland.

Clare Cable
We are delighted to welcome Pat Tyrrell (right) on board as one of our Trustees. Currently Deputy Director of Nursing and Midwifery for NHS Highland, Pat brings with her a wide knowledge of the challenges delivering healthcare in remote and rural areas – a challenge that faced many of our original Queen’s Nurses! Pat is committed to the role of community nursing and supporting health care and improvement as well as addressing health inequalities in our communities.

Stepping down from her role as a Trustee this year was Julie Wilson. Julie (left) joined us whilst working as Head of Education and Learning for Keep Scotland Beautiful and has recently relocated to the island of Gigha where she has taken up the post of head teacher. This exciting opportunity will allow Julie to realise her ambition in practice - connecting communities through education, and the outdoors to enable wellbeing. We wish Julie all the very best in this new chapter.

We have welcomed some new faces to our office towards the end of 2016 – Caroline Brotherston and Fiona Fitheridge who will help us deliver on our forward plan.

Fiona (right) has joined the staff team as our new Executive Assistant. An Edinburgh University languages graduate, Fiona has worked mainly in the financial and voluntary sectors as a PA/Secretary and Administrator. In 2014 she became a Certified Member of the Institute of Fundraising. Supporting Council and our Chief Executive and Nurse Director, Fiona will also be responsible for the AGM and Conference each year. She is joining QNIS at the introduction of the New Queen’s Nurse Title and will be responsible for the administration of this exciting and pioneering programme to promote excellence in community nursing as well as the ongoing successful Catalysts for Change programme.

After working in the Financial Sector for over 20 years, Caroline decided to change her career in 2013 and took up an administrative post working for a charity that supports Adults with learning disabilities. Part of her role there was to develop a strategy to ensure the history of the charity which has a strong connection to nursing was not lost. Caroline (right) will look to use her experience, along with her keen interest in people and their stories, to continue the Oral History and welfare work of the Queen’s Nurses. Read more about Caroline and the history work on page 19.

As we have welcomed new members to our team, we have also bid a fond farewell to others.

Angie Henney, (left) our Programme Manager for over five years, has embarked on a new venture offering coaching and facilitation to individuals and organisations after completing her diploma in Executive Coaching (AoEC).

Elaine Dee Thomas left us early in 2016 to seek new opportunities and to continue her studies as a Gestalt therapist.

Finally, we were lucky enough to have the services on a temporary basis of Abbie Corrigan, who provided us with much well needed administration support whilst we worked on the recruitment of Caroline and Fiona.
Scotland’s Gardens:  
2017 Garden Openings  
Terrill Dobson, National Organiser

In 2017 we are very pleased to offer just shy of 500 gardens opening under our banner to raise money for over 225 charities, some 70 of which have never opened before. Gardens vary from large stately homes to small village cottages; from allotments to therapeutic gardens; and from formal gardens to wildlife sanctuaries. Highlights include special trail events in East Lothian, Fife and Orkney, a Christmas-time Festive Floral Evening in Stirlingshire, and an Ayrshire-based Dark Sky Observatory combining stars and bluebells. Our 2017 programme will kick off in late January with gardens opening for the Scottish Snowdrop Festival, over 28 January through to 12 March.

This year’s guidebook has a history agree. 2017 has been designated by VisitScotland, as the year of History, Heritage and Archaeology. Founded in 1931 to facilitate garden openings across our country, Scotland’s Gardens has a special opportunity to support this exciting initiative. Highlights which are further described in our guidebook include:

• Our featured garden is Tynninghame Garden, in East Lothian, which has opened for us for 78 years.

• We have highlighted 10 gardens across the country who are celebrating the special anniversaries of 25, 50 and 75 years opening with Scotland’s Gardens.

• We have also joined forces with Historic Environment Scotland, through one of our volunteers, to highlight which garden openings include historic “designed landscapes” many of which are private and not otherwise available to the public.

• West Linton Village, in Peeblesshire, seems to have also caught the bug, as their conservation village will be offering a special “Garden and Historical Trail”.

So whether you’re a garden lover, history buff, or just enjoy a great day out with a good cuppa, please support Scotland’s Gardens and all of our many charities generously with your visits.

And remember that the QNIS is our longest standing beneficiary, receiving money raised through garden openings. You can help us to raise funds for QNIS by visiting our garden open days. You can also volunteer to help at our open days or join one of our District committees (there are 27 districts located across Scotland). You might even like to open your garden!

Visit our website (www.scotlandsgardens.org) or contact our office (info@scotlandsgardens.org) to find out more about how you can help.
In August, Edinburgh becomes a city of joy and celebration, with the International Festival, the Fringe, the Book Festival, and Jazz Festival amongst others, giving us a sense of pride in our city. And at Castle Terrace, we had our own reasons to celebrate and feel proud, as Clare Cable was awarded an Honorary Professorship within the Division of Nursing at Queen Margaret University.

On receiving the award, Clare said:

“QNIS and QMU have a long history of working together to develop community nursing. I am flattered and delighted to be honoured in this way. I am grateful to Prof Brendan McCormack and the team at QMU and I look forward to continuing to work together to promote excellence in community nursing.”

Fiona Coutts, Dean of the School of Health, and Brendan McCormack, Head of the Division of Nursing said:

“We are delighted that Clare has been appointed as an Honorary Professor with the Division of Nursing at Queen Margaret University. QNIS has been a longstanding partner with QMU through its community nursing programmes and in particular the ‘QNIS Fellowship Scheme’. Under Clare’s leadership this partnership continues to grow and develop and her vision for community nursing is exciting in the context of our developments in person-centred practice. We look forward to working with her in this context and to an ongoing partnership.”

QNIS Chair of Trustees, Professor Sir Lewis Ritchie added:

“This is a timely, very welcome and much deserved award. All at QNIS offer our hearty congratulations to Clare for this honour which recognises her many distinguished contributions to nursing and recognises the work of QNIS.”

But Clare did not stop there as in December she was awarded the prestigious Florence Nightingale Foundation Leadership Scholarship. This scholarship provides Clare with funding for her personal professional development as a nursing leader, and to join a rather marvellous cohort of other scholars. Importantly, it serves as a further reminder of the increasing influence and recognition of not only Clare herself, but also the QNIS as a whole.

On notification of her award, Clare commented “I am very grateful for the opportunity and thrilled to bits!”
NEW WEBSITE

In late 2016 we commissioned Graphics Co-op, a socially minded design company to develop our new website.

While our old website was perfectly functional, it was in need of modernisation, and Graphics Co-op has provided just that. The new website retains the feel of the old, but with a new palette of corporate colours providing a fresh outlook.

The website has been streamlined and simplified, making everything easier to find. It is responsive so will work on a variety of devices, adapting to the screen size.

One of the new features is a Resource Hub, which allows for users to filter through documents in the archive by specialty, to source information relevant to their interests. All our recent reports and projects are featured, along with blogs, book reviews and case studies, and we are adding more documents all the time.

We are also encouraging interaction with the website, looking for comments and responses to our blogs and news items to stir discussion. A number of articles last year proved popular, and we would love an interactive website with stimulating conversations.

Our twitter presence continues to increase, with our number of followers up to 1,100. We use our twitter feed to provide the latest updates and information on internal and external policy, funding opportunities, awards and anything else the QNIS has been up to. If you don’t already follow us, please do so @QNI_Scotland.

WHAT ROB DOES...

The focus in this newsletter is on Change. QNIS is in the midst of change, and in the team we have new faces, doing new roles. Over the last year a new staff team has been brought together, and one of those new faces in a new role, is Rob Mackie, Policy and Communications Manager. Rob joined us in March 2015 with a background in public affairs.

As with many small organisations, Rob’s role within QNIS is broad, so every day is different. Many organisations have communications, parliamentary and policy teams. Rob does it all! His goal is to assist Clare and the Council of Trustees in raising the profile of QNIS in a range of media to enable us to promote excellence in community nursing.

But what does this look like? His day to day work this year has focussed on shaping the content for the new website, whilst keeping up to date with the latest in the world of health and social care policy. Rob has also supported QNIS responses to Scottish Government consultations, enabled our working with other professional bodies on policy position statements and attended relevant meetings with other stakeholders.

On the communications side, Rob has worked hard ensuring that we help represent the views of community nurses, and provide frontline staff with the means to respond directly to consultations and requests. Rob keeps everyone up to date with our news, ensuring that all our events, grants, and awards are well publicised.

It is a varied job, and can be very rewarding; he says that the thing that keeps him going is “knowing that I am helping make a difference for community nurses across Scotland”. 
It has been an extraordinary year in the wider political landscape and QNIS has been active in influencing on behalf of community nursing.

With 2016 seeing Scottish Parliamentary Elections, the first ever QNIS Manifesto was developed. Our manifesto was shaped around three issues, aligned within our three strategic strands – connecting, equipping and championing. We asked for a commitment to:

- protected time and funding for professional development
- increasing leadership from health professionals in community planning
- funding best practice and enabling technologies

It was a useful way of clarifying our priorities and attracted the attention of a wide audience. The Cabinet Secretary for Health and Wellbeing Shona Robison and then Shadow Cabinet Health Secretary Rhoda Grant praised the document on Twitter.

These ambitions were echoed by the Scottish Government with their ‘Programme for Government’ for 2016/17: “targeted investments in digital technologies... will be central to our continuing evolution of health and care services and shifting the balance from acute care to our community health services.” The document also indicated that they are working on a National Workforce Plan to enhance the provision of quality healthcare.

Just as front line staff are working increasingly in integrated teams, we likewise need to work effectively with our professional colleagues at national level.

This year we worked in partnership with Royal College of Nursing Scotland, the Royal College of General Practitioners Scotland, the Allied Health Professions Federation, Community Pharmacy Scotland, Optometry Scotland and Royal Pharmaceutical Society Scotland, to produce an important statement on “The future of primary care in Scotland: a view from the professions”.

This document sets out 21 principles which underpin the future for people in Scotland’s communities who rely on the care of expert generalist staff within a multidisciplinary team. When the professions work together, the Government take notice. It is hoped that these principles will help to shape the transformation work in primary care.
Working collaboratively is important across the UK as well as across professions. Following the success of the joint QNI/QNIS Voluntary Standards for District Nursing Education and Practice, we are working with the Queen’s Nursing Institute again on a piece of work around General Practice Nursing. Working across the UK remains vital although it is increasingly complex as the policy landscapes across the four administrations develop in diverse ways.

In autumn 2016, the Chief Nursing Officer (CNO) launched a consultation exercise, seeking views on the future of nursing in Scotland — Developing a 2030 Vision for Nursing. The CNO’s goal is to produce a vision for maximising the nursing contribution to health and well-being. It will set out what nursing needs to look like by 2030 and capture the things we do well, along with the things that need to change and be done differently. Our response sets out a positive view of how nursing can grow and develop by 2030. A final version of the Vision will be published in 2017 and we hope to see our values reflected within.

We continue to contribute to Scottish Government groups, as well as roundtable and policy discussions convened by other stakeholders on a variety of topics: health inequalities; the Buurtzorg neighbourhood nursing pilots; social isolation and loneliness; the National Care Standards Review; the Mental Health Strategy Review and Personal Outcomes to name a few. With the support of our Trustees and critical companions we are seeking to use our influence wisely in the discussions that matter most to community nurses.

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**Qnis**

2017 Annual Conference

“Conversations that change lives... and build communities”

Grand Central Hotel, Glasgow

16th March 2017

View the full programme and secure your place now by visiting [bit.ly/2017QnISConf](bit.ly/2017QnISConf). Our early bird rate of £50 will be available until the end of January.

Contact the team at QNIS with any queries by calling 0131 229 2333.
QNIS Chair in Community Nursing

QNIS is delighted to introduce the QNIS Chair of Community Nursing. **Professor Catriona Kennedy**, recently appointed to Robert Gordon University (RGU), delivered her inaugural public lecture on **Wednesday 23 November** at the university’s Sir Ian Wood Building to an audience which included students, fellow academics, community nurses, Retired Queen’s Nurses and other guests.

Catriona’s inaugural lecture was the opportunity to launch the new QNIS Chair of Community Nursing. This represents a new partnership between Queen’s Nursing Institute Scotland (QNIS) and RGU and is supported by funding from the Institute.

The lecture, titled ‘Anticipatory Care: a Fundamental Skill in Nursing?’ saw Professor Kennedy draw on research which illustrates both the meaning and impact of anticipatory care of patients and family carers.

Anticipatory care is the ability to look ahead and plan care. Catriona suggested that the ability to anticipate the care needs of patients and families is a hallmark of professional practice and made recommendations as to how we can prepare nurses and midwives of the future.

Professor Kennedy joined the university’s School of Nursing and Midwifery earlier this year, with a remit to build the university’s research capacity and capability in nursing and midwifery.

She said: “I am delighted to join the School of Nursing and Midwifery at RGU and contribute to its growth and development in research.

“The affiliation with the Queen’s Nursing Institute Scotland is very special, as they supported my move from clinical practice to start my academic career in 1991.

“Our focus is on applied research, which can inform person, family and community-focussed health and wellbeing, as well as the organisation and delivery of health and social care services.”

Professor Catriona Kennedy worked as a district nurse for a number of years, before moving into education at Queen Margaret University, where she took up post as the Queen’s Nursing Institute Scotland Advanced Practitioner and Lecturer in District Nursing. She then went on to work with Marie Curie Cancer Care, Edinburgh’s Napier University and the University of Limerick. Since completing her PhD in 2000, she has conducted wide-spread nursing practice and community focussed research.

This collaboration supports the mission of QNIS – promoting excellence in community nursing to improve the health and wellbeing of the people of Scotland. Catriona has longstanding connections with QNIS and we are delighted to be working with her and the team at RGU to develop community nursing research capacity. Our strategic plan has bold ambitions around community nursing research and we are looking forward to scoping how best we can add value and increase research capacity at this vital time for nursing in the community in partnership with Catriona.
Catalysts for Change 2016

A new group of six projects have been awarded Catalysts for Change funding for 2016-17. These projects were chosen from a very strong set of applications. All are led by Community Nurses, working in partnerships, to deliver cutting edge, pioneering work, with the aim of improving the health and wellbeing of the people of Scotland.

“Our Visit”

This project is designed to improve the participation of older people with dementia and their care givers in activities during visiting time in a community hospital setting. Meaningful participation in activity creates improved conditions where people with dementia will be able to improve their health and wellbeing.

The project, based in NHS Forth Valley, involves facilitated focus groups to develop visiting time activities. Membership of these groups includes community nurses and informal carers recruited from staff and visitors to community dementia wards. The lead nurses are working closely with colleagues from the University of the West of Scotland and the Community Hospital Carers’ Group.

With the opportunity to take part in activity during visiting times, people with dementia could see improved outcomes following hospital stays, ensuring they return home in the best health. This can also reduce future care needs, benefitting everyone, particularly their carer.

It is hoped that the findings from this project will be used to test similar activity based interventions on a larger scale, not necessarily confined to the community hospital environment.

“Our Visit”

Exploring visiting times as a way to enhance meaningful activity participation. A collaborative research project.

“Physical Activity Peer Support Worker (Community Mental Health)”

Based in Perth, this project is developing and testing the role of a Peer support worker in the delivery of community mental health services. The Peer worker is supporting those most excluded, people with severe and enduring mental health problems, to engage in physical activity, for example by leading walks.

This is allowing participants to not only improve their physical wellbeing, but also to encourage interaction and engagement with others and the community. The empathy and understanding of a Peer role is designed to foster trust, equality and reciprocity, and encourage the individuals to exercise choice and control.

Importantly, the role is providing an employment opportunity for an individual who is receiving support, supervision, training and experience. It is hoped that throughout the project, the team will be able to support, train and recruit ex-service users as volunteers to support the Peer worker by leading walks.

The Peer support worker has already successfully developed links within the NHS and the local authority and voluntary sector as well as working with project participants.
“Introducing a Social Prescribing Service in a Gypsy Traveller site in Fife”

This project seeks to develop a social prescribing service in a settled Gypsy Traveller site in Fife. Social prescribing offers a listening service that focuses on the perceived need of participants and aims to guide them to a resolution through their own efforts. This approach has shown emotional, cognitive and social benefits for people with a range of mental health difficulties and can be a route to reducing isolation for disadvantaged and vulnerable populations. The project aims to improve not only the health and wellbeing of participants, but also to improve relationships between the travellers and health, social care and local community workers.

The service is working alongside participants who are being offered face to face appointments of up to 45 minutes to discuss issues, such as stress and anxiety, physical health, money advice, employability, housing support etc. Four appointments are offered initially with frequency determined by need. It is hoped that participants will experience improved self-esteem and self-reliance and be better connected to local community organisations and supports. A range of partner agencies across health and social care, the third sector and community organisations are involved in supporting participants to meet their health and wellbeing objectives.

Regular visits to the site are taking place and good progress is being made with people engaging in services.

“Windows of opportunity as a catalyst for healthier lifestyles”

This practice-based project seeks to help people who are overweight and obese, who have a new diagnosis of hypertension or impaired glucose intolerance, to live healthier lives in order to improve their wellbeing. Participants are being offered the opportunity to take part in a six week programme covering: education and information, wellbeing promotion and practical sessions on food budgeting and preparation. The programme is a mix of group activities and one-to-one support and is helping participants understand how they can adopt a healthier lifestyle.

The project involves close working with community and third sector colleagues, including Yogability, COPE Scotland and the Community Orientated Primary Care Group to support shared learning and sustainability.

It is hoped that once the project has been evaluated, it will act as a catalyst for the programme to be offered by the practice in Drumchapel, Glasgow to more people in the future.

Already there is interest from the local GP Practice to roll out the programme to the wider GP cluster.
“Reducing health inequalities in people with learning disabilities”

This project introduces group sessions for adults with learning disabilities in West Lothian. Each session will focus on a different aspect of health – from accessing GP services to sexual health and other relevant health issues. It is hoped this will provide participants a better level of knowledge about common health problems whilst increasing awareness of how to access services.

The NHS Scotland 20:20 vision has an emphasis on proactive health management in order to keep people well. It is hoped that his project will empower the participants to manage their own health and wellbeing.

The lessons learned through this small scale project will be used to shape similar initiatives across the rest of NHS Lothian.

The Group Sessions are due to start in January, and the team of facilitators includes adults with learning disabilities with experience of accessing services.

“Implementing Wellness Recovery Action Planning for School Pupils and their Carers”

Wellness Recovery Action Plan (WRAP) is a self-management tool used to help individuals take more control over their own wellbeing. This project is designed to enable children to design a personalised WRAP looking at how to manage day to day life. 14 pupils from a school in North Ayrshire are being given the opportunity to take part in workshops. The team have worked hard with a school who will pilot WRAP with their pupils and dates have been set for the sessions starting early in 2017.

The young people will be supported to better understand what keeps them well and how they can maintain their wellbeing. There will be the opportunity for families to attend a WRAP session, separately, and alongside the pupils, to help the family as a whole stay well.

While WRAP has been successfully introduced to two schools in Scotland, this would be the first of its kind in North Ayrshire, and is providing an opportunity to capture the outcomes and improve the evidence base for Scotland. The project will be used as a springboard to explore wellbeing issues more broadly across the school, and within the local Child and Adolescent Mental Health Service.
PREVIOUS PROJECTS
...where are they now?

We have kept in touch with the first Catalysts for Change whose projects started in 2015 and we thought you might like to read about how some of the projects have developed from the initial funding provided by QNIS.

Towards a Mentally Flourishing School

The Towards a Mentally Flourishing School approach continues to be embedded in Hawick High School. The next stage of the project will focus on launching the concept/model pre-Christmas to allow scale up in other areas. We kept some money from the Catalysts for Change award to fund this in terms of marketing and media. Another development is the plan to incorporate the concept into the community to build capacity. The project features in the Teviot and Liddesdale Community Learning plan and is also represented at our Early Years Collaborative meetings. We intend to offer community members well-being resource sessions and materials and Mental Health First Aid training. We are also exploring opportunities to increase participation by the community e.g. one Mum has come up with the idea of a ‘Mentally Flourishing Mums’ programme, building on and linking to the approach started in Hawick High School. A meeting with Mums to take this forward is planned for 25.10.16. We continue to discuss and share the project using the final evaluation report at strategic level within NHS and Education. Update from Tania Ferguson, October 2016

Sunday Choices

Sunday Choices has been funded for another 6 months. The original pilot was extremely well evaluated and all partners eager to build on the momentum created. Although this has taken some time, the will was there. Through the efforts of joint working, SACRO have made positive connections with other arrest referral and diversion services under the banner of Edinburgh City Council. This is in order to make sure referrals and contacts are shared with the most suitable service for an individual’s needs. Funding has been received from the Health Promotion Service from NHS Lothian and from the Health Equity, Public Service Reform service within NHS Health Scotland. This has enabled Police Custody Healthcare and Forensic Examination Service in the City of Edinburgh to continue this vital service. Police Scotland remain supportive and interested in how this initiative can contribute in to the reduction of offending. The principle of Sunday Choices was to be person centred and strategic in engaging with people detained in Police Custody when they most likely ready to talk. This principle has been replicated by Midlothian Council with the imminent start of their ‘Fresh Start’ service which will cover Dalkeith Police station for the people of Mid and East Lothian.

In West Lothian WLDAS continue their excellent work in Livingston Civic Centre, going in on a daily basis with full Police Scotland support. As a result this means, for the first time, all of Lothian have a service for everyone detained in Police custody and all the services are joint working to prevent duplication of effort and maximise referral. The next step will be to form a pan Lothian network to build on existing grass roots projects. The original financial and professional support from the Catalysts for Change project within QNIS has proved invaluable in creating this original test for change and as project lead, I would urge other community nurses to apply for this support and just see where it takes them and the patients that need our help.

Update from Jess Davidson, December 2016.

Moving On

A catalyst implies a measured, thoughtful response; it is an active ingredient in a change process. The QNIS Catalyst for Change award 2015 has provided an essential ingredient for me in what is my life’s work focus: mental health & homelessness. QNIS in its provision of a supervised time space for me to study the enabling factors for a transition from homelessness to a wider range of life options, has allowed me some thinking space, re-energised me, indeed helped me remember why I do this work, what I am passionate about and why it is such a privilege to work where I do. The initial funding for the project has led to a specific pilot clinic focussed on transition from homelessness, implementing the ideas investigated within the project. The project also contributed to a successful attraction of Scottish Government funding for one of the Community Social Enterprises I was able to work alongside. Thank you for that QNIS! Update from Doneil Macleod, December 2016

We have recently had an update from one of our 2013-14 projects which was funded under our Delivering Dignity Programme.

Pauline Waugh and her team investigated the benefits to those with COPD of singing and the added benefits of belonging to a choir. From setting up one choir, the project, known as the Cheyne Gang, now supports two choirs with two new ones planned for 2017. They have managed to attract funding to support this work from a number of bodies and send out regular newsletters. There is also lots of interest from other health professionals in promoting choirs and the initial funding from QNIS has indeed proved to be a catalyst for a growing health improvement project for those with COPD.
Back in 2011, I was presenting a piece at the ALLIANCE offices in Glasgow around work we had been doing with the Deep End GP’s and social prescribing. Afterwards someone came and spoke to me as I had mentioned I was a nurse. This person was so kind and enthusiastic about the work we were doing at COPE Scotland and also recognised that for me, while working in the Third sector my identity as a nurse was very important to me. She offered to come and visit us and find out more about what we do, especially around issues of inequality. We had a lovely visit, and shared lots of ideas.

Sometime later, COPE Scotland was informed it had been nominated and accepted as one of the examples of good practice for an RCN publication “Nursing on the Edge”; a study looking at nurses in non-traditional roles. To say we were honoured and delighted was an understatement. To find also we were mentioned in a members debate on the subject in The Scottish Parliament was really humbling - it was amazing for everyone involved with COPE to be recognised in this way.

The person who I met at the ALLIANCE had been with the RCN and moved to QNIS. She contacted me again and asked me to speak at a debate about nurses as catalysts for community health and wellbeing. I was unable to attend in person, but contributed a video presentation which we have since used many times – the video itself has itself become a catalyst for change (it’s on YouTube)!

I later became aware of funding QNIS offered under its Creating Connections programme. We had an idea and COPE submitted our application and were delighted when we found we had been accepted. To read more about our project, visit the QNIS website and search under “safer communities”. More importantly for us, even though the funding is now over, the work continues. Only yesterday with the community, partner services and local councillors we agreed to explore what can be done about challenges raised by the community using social reporting.

Since we were featured in Nursing on the Edge, our network has expanded to meet new colleagues across Scotland and the UK. VHS asked us if we would be their representative in the founding cohort of the Q initiative which we were delighted to accept. Through this we have connected with even more colleagues in Scotland and beyond who are interested in quality improvement in health. We have just been asked to speak to a group in Northern Ireland around co production which we are really excited about. We also put ourselves forwards to lead a discussion group on staff wellbeing and quality and are just beginning to explore how this will develop.

Also through receiving funding from QNIS we met other funded projects. To meet up with other nurses wanting to make a difference and try something new was amazing. Working in the Third Sector, often people no longer see you as a nurse - or sometimes even a health professional! To be with other committed, experienced professionals working together to find new ways to work with communities to address inequality and improve health was inspiring. Also attending a QNIS conference for the first time was so refreshing - it was the first time I had ever attended an event which was so geared to nurses working in communities. And the icing on the cake was receiving a long service award when I attended my first AGM. My husband and sister also attended the presentation and it was nice for them to understand why sometimes I get home late!!

So, when I saw QNIS were looking for trustees, I had to apply. Not only because I believe in what QNIS stands for, but also because I believe in the direction of travel which Clare Cable the Chief Executive and Nurse Director is setting. It was Clare who first spoke to me at the ALLIANCE event; it was Clare who (unbeknown to me) nominated COPE Scotland as one of the case studies for Nursing on the Edge and it was Clare who respected the fact that whilst I may no longer work in the NHS I am still whole heartedly a nurse.

Clare is a catalyst for change - as is QNIS. My first year as a trustee has been very exciting. I have met new nurses involved in the 2016 Catalyst for Change programme, helped facilitate discussions at the first meeting about the reintroduction of the Queen’s Nurse Title, delivered a workshop at the QNIS 2016 conference on Motivating self and others, been part of discussions with other stakeholders on the way forward, and meeting all the other wonderful people who are also Trustees. Learning so much is helping me in my role as CEO of COPE Scotland around improving our own systems.

Thank you Clare for recognising a kindred spirit back in December 2011 and thank you the other Trustees for accepting my application to join Council and be part of where we go next.............

**Hilda Campbell**, a registered Psychiatric Nurse, is the Chief Executive Officer of COPE Scotland, and founder of the social enterprise company, TLC2COPE. COPE Scotland is a dynamic organisation led by people with lived experience of mental distress and health inequalities.

COPE Scotland works with individuals and communities in a spirit of mutual respect and are committed to tackling health inequalities. To find out more about their work, please visit [www.cope-scotland.org](http://www.cope-scotland.org)
Reintroducing the Queen’s Nurse title

Last year we wrote about the plans to reintroduce the Queen’s Nurse as our first strategic priority.

So this year we have been working hard to realise our ambition and started by creating a Task & Finish advisory group of internal and external experts, to inform and support the development of the programme. Their role was to advise on what a new Queen’s Nurse will look like, what kind of programme would enable this and how best to support the recruitment and selection of candidates. We would like to thank the following who formed the Task & Finish Group for their support in creating a first class Development Programme for the new Queen’s Nurses. This work is now completed and the advisory group had its last meeting in October 2016. A new advisory group has been set up to monitor, provide governance and evaluate the programme going forward.

Jane Cantrell
Trustee

Derek Barron
Director of Care, Erskine

Chrisanne Campbell
Nurse Director, NHS Western Isles

Jane Harris
Programme Director
NHS Education for Scotland

Alison Jarvis
Community Nursing Programme Manager
NHS Lothian

Professor Catriona Kennedy
Professor of Nursing
Robert Gordon University

Professor Brendan McCormack
Head of the Division of Nursing
Queen Margaret University

Elaine Peace
Executive Director of Nursing
Midwifery and AHPs, NHS Orkney

Clare Cable
Chief Executive and Nurse Director, QNIS

The programme has been designed to ensure that values of the Queen’s Nurses of the past can be translated to meet the demands of leadership of nursing in the community in the future. It consists of a nine month development programme which aims to provide an opportunity for real reflection and discovery for every participant. Each candidate will work on a development project. They will start with a week’s residential workshop which will be followed by two further workshops with coaching in between. We are very grateful for the support of the Scottish Executive Nurse Directors. Clare received a warm welcome for the initiative when she presented to the group in August and almost all the Nurse Board Directors have nominated candidates.
Reintroducing the Queen’s Nurse title

So what will a new Queen’s Nurse look like?
The ‘Excellence Profile’ sets out what we hope for from our new Queen’s Nurses.

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**Queen’s 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.

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**Queen’s 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.

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**Queen’s 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.

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**Queen’s 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.

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So who will these new Queen’s Nurses be?
The first cohort of Queen’s Nurses will receive their awards in November 2017, and will represent nurses, midwives and health visitors from across Scotland and across specialities; e.g. general practice nursing, specialist community nursing, care homes, community mental health nursing as well as district nursing. They will be pioneers, completing a nine month programme of development and will blaze a trail for those coming on behind.

How will they be selected?
After much thought and consideration, it was decided to ask each health board and a range of third and independent sector employers to nominate candidates. There will be up to 40 Community Nurses nominated who will be invited to one of 3 selection events, in Inverness, Glasgow and Edinburgh at the end of January. The events include one to one interviews as well as group sessions, allowing the candidates to meet each of the selection panel. The members of the selection panels include representatives from employers, professional bodies and Retired Queen’s Nurses.

The final selection day on 3rd February will decide the 20 community nurses who will participate in the first Queen’s Nurse Programme, which starts in early March with the residential week in Fife. This intensive week will provide plenty of time for reflection, action learning and to be inspired by a carefully selected group of guest speakers and as well as the opportunity to network and create connections to help support them on their nine month journey.

You will be able to find out more about the candidates on our website from April 2017.
Role models come in many forms, but it was early awareness of smartly-dressed and super-skilled community nurses that went on to shape the lives of a very special group of women I was privileged to meet last year.

Commissioned by QNIS to capture the memories of nine Retired Queen’s Nurses across Scotland, I spent several months immersing myself in their extraordinary life stories. Almost without exception, the career trajectories I was tasked with capturing began in childhood with a formative glimpse of a nurse clad in a smart hat and tailored coat, bearing a familiar badge and carrying a well-polished Gladstone bag.

These impressive Queen’s Nurses of yore were a familiar sight in communities all over the country where they delivered babies, tended wounds and cared for the lonely, the infirm and the elderly. Their professionalism and discretion earned deep respect, and they inspired many others to follow in their footsteps.

Among those who pledged to follow their lead were the women featured in the QNIS Voices of Experience project, who so generously shared their life stories with me in print, in audio recordings and on film.

It was a treat to get to know them all, and to share their memories of working lives spent helping others in cities, towns and villages the length and breadth of the land. Each has a unique experience and perspective, of course, but what struck me about them collectively was their ingenuity and bravery, coupled with a deep-rooted commitment to delivering the highest quality nursing care possible.

My task may have been to gather material for historical archive, but I was struck by the relevance of the Queen’s Nurse role to the health service of today. Each QN was trained to practise in patients’ own homes, to get to know the needs of families, to respect their circumstances and do what they could to help make lives better; they worked autonomously, building relationships based on trust, and could turn their hands to just about anything.

Triple-duty trained, they could undertake general nursing duties, act as midwives and promote the principles of good public health.

Hearing the Queen’s Nurses that welcomed me into their sitting rooms talk about their jobs, I regretted the role’s passing. So many people with chronic health needs now would benefit from its revival.

And there were clearly personal and professional advantages, too. Lifelong friendships were forged during Queen’s Nurse training in Edinburgh’s Castle Terrace, Glasgow’s Bath Street and in Aberdeen, and there was well-deserved status that came with the title.

These were feisty, confident women who commanded respect from fellow clinicians and patients alike. In our modern, more risk-averse environment, some of their stories of derring-do are hair-raising: overseeing difficult births single-handedly with aplomb; skilfully deflecting drunkards to attend patients in inner-city slums; negotiating icy country roads alone to reach people in need.

I learned what it was like to live and work on far-flung Orkney islands and the Western Isles; what fun was to be had being part of a council estate community in Ayrshire; how fisherfolk and farming families lived in the North East; what it was like to sterilise equipment in an improvised biscuit tin in a Govan tenement kitchen.

Having gained valuable experience in a wide variety of settings during the second half of the 20th century, many of the Queen’s Nurses...
Upcoming Event!

Mon 13 Feb 2017, 4 – 6pm

Out in the District: The history of community nursing in Scotland

The origins of District Nursing can be traced back to 1859 with philanthropist William Rathbone. Inspired by a nurse’s home-based care for his wife, he pioneered the provision of nursing within poorer communities. In 1875, Glasgow became the forefront location of district nursing in Scotland, and the Queen’s Nursing Institute Scotland was established in 1889. Today, the QNIS promotes excellence in community nursing to improve the health and wellbeing of the people of Scotland, and enables community nurses to be the very best they can be. Dr Alison O’Donnell (RCN History of Nursing Society) and Clare Cable (QNIS Chief Executive and Nurse Director) will outline the fascinating history of the Queen’s Nursing Institute Scotland, alongside a show and tell of items from the QNIS Archive, maintained by the RCN.

Please contact Caroline Brotherston on 0131 229 2333 or at caroline.brotherston@qnis.org.uk if you would like to attend.

Reflecting on their careers, each of the women I interviewed regarded their Queen’s Nurse training as critical. Unanimously, they credited it with giving them the resourcefulness, empathy and knowledge that allowed them to rise to the challenges – and grasp the opportunities – that came their way during their working years.

Although now all retired, my interviewees’ experiences as Queen’s Nurses continue to inform their lives. A couple of them are now in receipt of care themselves, and have invaluable observations to offer that would improve the lot of patients. I hope that those who are delivering care now, and their managers and even policy makers, will take the time to engage with their stories and consider how the future can be informed and enhanced by the experiences of the past.

I am in no doubt that nurses to come, listening to the first-hand accounts captured in the QNIS Voices of Experience project, will marvel at the experiences – and impressive capabilities – of the Queen’s Nurses who so generously shared their memories with me. I would very much like to thank them all for giving me their time, and lending their invaluable insights. I will never forget the experience, which will certainly inform my work from here on.

With heartfelt gratitude to: Sheila Bett, Murdina Buchanan, Jessie Hayes, Mary Hope, Catherine MacEachen, Lorna McKechnie, Adeline Reid, Kathleen Rourke, Merrill Whalen.

The interviews will be published online on a weekly basis throughout early 2017. Visit the Voices of Experience page on our website to view.
The Future of History

Since our last update in the Summer Newsletter, a lot has been happening with our Historical work albeit in the background. As custodians of a significant chapter of nursing history the Council of QNIS felt that our history work should have a dedicated staff resource.

Caroline Brotherston joined the team in October and after an initial induction and settling in period has begun to develop a plan and approach together with Clare to tackling the Historical work.

Over the next six months, Caroline will meet with the History Advisory Committee to help shape the priorities for our next steps and to ensure the work captures the values and ethos of the Queen’s nurses.

One of our goals is to establish a Handling Collection of artefacts designed to be a dynamic and affective resource. Our hope is to pull together the framework for this collection early next year. At one of our intergenerational events this year, where Retired Queen’s Nurses got together with District Nursing students at Queen Margaret University, the students really enjoyed exploring the contents of an old Queen’s Nurse bag, just as the Retired QNs enjoyed seeing the contents of a contemporary kit for clinical assessment in the home.

We have been working with an award-winning freelance journalist and broadcaster, Pennie Taylor to collect a bank of oral histories from nurses working in the community prior to 2000. Pennie has now completed this very valuable piece of work which will be shared with you via our website within the coming weeks. You can read on page 17 about Pennie’s experience whilst on this amazing journey with some of the Retired Queen’s Nurses.

The team at the RCN continue to look after our archives and are moving forward with adding our huge collection of photographs to this archive. Ailish George, an Ancient History Graduate did a fantastic job pulling together a timeline of the various historical information we had available to us but in doing this has identified some gaps of information particularly from the early 1950’s. It would be wonderful to complete this timeline so if anyone has any documentation or correspondence from the institute or photographs from this era then please contact Caroline Brotherston on caroline.brotherston@qnis.org.uk or 0131 229 2333.

We would also love to hear of your experiences during your Queen’s Nurse training or practice and to receive any items that could be added to the Handling Collection.
Hebridean Heroines

The end of January sees the publication of a new book focussing on the lives of women from the Western Isles who worked as district nurses in the mid-twentieth century. The PhD thesis of Catherine Morrison formed the backbone of the book, but she has developed her work for a wider audience.

Catherine has kindly provided an introduction to the book:

“I would firstly like to thank QNIS for their support and encouragement over the years now that the book ‘Hebridean Heroines’ is be published in the near future. The book is an edited version of a PhD that I carried out in ‘retirement’.

While working in the Outer Hebrides as a district nurse some of the ‘patients’ I visited in the community had been district nurses. Most had been Queen’s Nurses which was evidently influential and to most a prestigious qualification. The retired nurses had stories to relate about their work and their life, which I felt was part of the unique history of the Outer Hebrides and, nursing. I carried out a small study, with financial help from QNIS, and interviewed some of the retired nurses about their work and lifestyle, then went on to extend the study by carrying out a PhD through Manchester University. The dates I chose to focus on were from 1940-1970 which saw many changes in health and nursing, such as the introduction of the National health Service, the creation of the welfare state and the reorganisation of the NHS in 1974, which caused major changes to the way in which district nursing was managed and represented a radical break with the past. It was interesting that not all of the nurses interviewed were affected by the changes.

The stories that the retired nurses recalled are important as they show a lifestyle that cannot be recognised today. To capture these ladies’ history was an honour and this book is my thanks to them! It is also the first time this aspect of social history in the Outer Hebrides has been explored.

I believe the nurses who feature in this book should be described as heroines. The term had already been used by Mrs Christine MacLennan, a District Nursing Officer before the 1970s. She maintained: “they had to have the courage and the physical strength to face the black moors walks at night, exhausting battles with wind and rain and journeys by small boats across stormy seas. It was the way help must come to save the patient, it was given without hesitation.”

The role of district nurses in these far outlying islands of Scotland was certainly unique. Their stories show them as remarkably brave and resilient women – one of the standard definitions of heroism. But it is the last thing they would say about themselves. They did not recoil when called upon to carry out work which was physically and mentally taxing, often alone with no peer support. They just regarded it as their work – ‘they were only doing their job’ and most of them described themselves as being ‘happy’ carrying out their work.”

About the author: Catherine Morrison completed her General nurse training in Glasgow and subsequently worked as a staff nurse in the Southern General Hospital before training as a midwife in Renfrewshire and then carrying out Queen’s training in Edinburgh. She spent six years working in Canada before returning to Glasgow to take up a ward sister’s post. After some years in Glasgow she took up a post as district nurse in Bernera, Isle of Lewis. Catherine continued working as a community nurse, becoming community manager and latterly a teaching fellow at Stirling University Campus for nurses in Stornoway. In 2008 she won the Royal College of Nursing’s UK Community Nurse award for initiating an overnight nursing service.

‘Hebridean Heroines’ can be purchased for £12.99 from Islands Book Trust at www.islandsbooktrust.org.
Intergenerational Events

Over the summer, we had the opportunity to work closely with two universities – Queen Margaret University in Edinburgh and Glasgow Caledonian University – to create two intergenerational events.

While each event was slightly different, they both saw post registration (District Nursing) students from the universities and Retired Queen’s Nurses in discussions, looking at how nursing has changed and stayed the same over the years.

The tables were alive with conversation – it was clear to see the respect shared between students and the retired Queen’s. Students were left wide eyed with some of the tales of normal experiences out on the district years ago, and the Retired Queen’s Nurses were interested to hear the latest developments in practice and education, astonished at the level and complexity of care delivered at home in 2016.

Comparisons were made across all aspects of the role – treatments, infection control, styles of uniform, travel between visits, how to deal with difficult people, and what is in a nurse’s bag!

Some of the Queen’s Nurses, with their traditional humility, had questioned what they could bring to such an event, but afterwards, all seemed to realise that their experience was of huge interest to contemporary practitioners. Similarly, the DN students enjoyed sharing their experiences and all left with a renewed appreciation of the values and skills of nurses through the generations.

We hope to do more events into 2017 across the country.

The event at QMU was audio recorded, and we are working on a version for our website to be posted in early in 2017. Keep an eye on the website for updates!

News from Retired Queen’s Nurses

We are always delighted to hear what our network of Retired Queen’s Nurses have been up to. As ever, 2016 saw a busy diary of events across Scotland.
Here are some highlights:

In May, the Inverness ladies held a special get together in celebration of our Patrons 90th birthday - the cake specially commissioned for the day was a sight to behold!

Caste Terrace also hosted a coffee morning in May, and had the grand unveiling of our Celebration Wall complete with a statue of Florence Nightingale. Find out more about the Wall and how to have your name added on page 27.

The Annual Gathering in June was, in keeping with tradition, a day of laughter and joy attended by over 80 Retired Queen’s Nurses, friends and colleagues.

A group of Retired Queen’s Nurses in the Borders got together in June for a lovely sunny afternoon outing on 15 June at the Abbotsford Visitor Centre. Our Visitors, Phylis Runciman (pictured centre) and Cathy Wilson (behind the camera!) arranged the get together so that the ladies could catch up and reminisce. Margaret Johnstone (second left) relocated to the Borders and was keen to meet up with the group - Nan Jackson, Elsie Gray and Sheila Maxwell. The ladies discovered mutual acquaintances, and needless to say, there was much chat!

The month of July was host to the Royal Garden Party at Holyrood Palace – we were delighted to be awarded 4 tickets which were awarded to three of our Retired Queen’s Nurses, and one of our Honorary Fellows. Sadly no one got to chat with Her Majesty, but there is always 2017!

The annual holidays at Crieff Hydro were as ever well attended – the September group kindly sent us in a group photograph taken at the start of their holiday. If you would like to book a place on one of the 2017 holidays, or the Annual Gathering, a booking form is included for all Queen’s Nurses.

The Retired Queen’s Nurses on the beautiful isle of Skye met in December for their Christmas Lunch marvellously organised by Isobel MacDonald. Our Chief Executive and Nurse Director travelled to join them this year and took the opportunity to shadow a health visitor on the island, and presented Long Service Awards at Broadford while she was there (see page 25).

This year, it was lovely to learn that Adeline Reid from Keith, was to receive an MBE for her services to the support of cancer patients in her local area. Adeline set up Keith Cancer Link in 1983 as a support link for people with all types of cancer, cancer related illness, families and carers.

With over 32 years as a nurse, Adeline was also interviewed by Pennie Taylor as part of our “Voices of Experiences” project. Here is a picture of Adeline with her award, looking suitably delighted!
You would have been hard pressed this year to have not noticed that Her Majesty the Queen – our Patron – was celebrating a rather special birthday!

As one of Her Majesty’s charities, we were delighted to find out that we were able to attend the headline birthday celebrations on The Mall in June. Having purchased a table, we worked hard with Council to ensure a fair distribution of places to our various groups: grant recipients, Fellows and Honorary Fellows, Long Service awardees, Retired Queen’s Nurses, staff, and Trustees.

The big day dawned with typical British summertime weather – rain! However, the drizzle, whilst it may have spoiled the carefully blow dried hair, did not spoil the mood. An excellent and memorable day was had by all, and we were delighted that the opportunity to attend the event meant such a lot to those that came.

Here are some of their thoughts…..

It was intimated at the Visitors Welfare Meeting at Castle Terrace in April that QNIS was to be allocated a table in “The Mall” for our Patron’s 90th Birthday Lunch on Sunday 12th June.

Two of the places at the table were to be for QNIS visitors. Any visitor interested was to inform the office staff, and their names would be entered into the Prize Draw. I was excited at the possibility of participating in such a prestigious event, and overjoyed when I was informed I had been successful in the raffle.

The weather unfortunately was rather unkind, but we were provided with substantial ponchos, so we all looked very similar apart from varying heights and dimensions! The rain did not diminish our enthusiasm. We were given a Patron’s Lunch Hamper filled with M&S food. Boots the pharmacist, provided us with some toiletries, plasters and sun tan lotion, which needless to say was not required! The sun did eventually shine, giving us an opportunity for a group photograph.

We saw all of the Royal family, except the Duke and Duchess of Cornwall, who were attending another engagement on that day. Princess Anne and her husband were allocated to our section in “The Mall” and some delegates at our table managed to have a few words with them.

It was a wonderful experience to have participated in such a memorable event, rounding off a career in nursing.

My grateful appreciation to QNIS.

Cathy Wilson
Retired Queen’s Nurse and Visitor

Catriona Cowling, Tiree District Nurse, a recipient of a Community Nursing Award was also a ticket winner. Her attendance at the party was reported in her local newsletter, who reported that “she very much enjoyed her trip to London, despite the rain and even managed to have a chat with Princess Anne, who remembered being in Tiree on two occasions” Catriona was pictured with her prize hamper!
Annual General Meeting

Once again, our November AGM took place at the City Chambers in Edinburgh.

It was another great event, with 28 Long Service Awards and three academic awards presented by our Chair, Sir Lewis. Clare Cable summarised the highlights of what has been a busy year for QNIS, and Honorary Treasurer Alan Davidson provided an overview of the finances for the year.

The AGM was also an opportunity to say goodbye and thank you to departing staff and trustees, but also to our Fellowship Award Programme, with our final recipient being presented with a bouquet of flowers.

We are truly pleased that so many nurses of the past, the present and the future took time out of their days to celebrate another successful year with us, and we look forward to another busy year.

QNIS Academic Prizes 2016

One way in which we seek to promote excellence in community nursing is by offering an annual prize for undergraduate and postgraduate students to support and encourage those just beginning their nursing careers in the community. Every university in Scotland is offered the prizes to promote scholarship and recognise those students who show the most promise in community nursing. Prize winners are encouraged to keep in touch with the Institute and to contribute a blog to our website. There are a number of excellent student blogs on our website – make sure you have a look next time you’re on the website.

In 2016 we awarded a total of 18 academic prizes to students at universities across Scotland. Our Chief Executive and Trustees have travelled up and down the country to attend Award Ceremonies, which has been a real joy. Meeting the prize winners and hearing their stories has been an inspiration. Three of the prize-winners were able to join us at our AGM, enabling QNIS to celebrate their hard work alongside those receiving Long Service Awards. Each of the prize-winners has also been awarded a free place at our 2017 Conference.
FINANCE UPDATE

Total QNIS expenditure for 2015/16 was £346,302 a slight reduction from the previous year, and in the same period income rose by £34,433 to £368,351, resulting in a small surplus for the year. QNIS obtains a significant proportion of its income from investments, and movement in the stock markets can have an impact on the total value of funds held, however the returns achieved have continued to be at a level which has enabled QNIS to meet its objectives for the year.

In terms of the breakdown of expenditure on charitable activities for the year, support and governance costs account for around 20% of expenditure in the year which is good within the charitable sector. A more detailed analysis is available in the annual accounts which are available on the QNIS website.

QNIS BLOG - RUTH ANN WELSH

I respect the work of the QNIS and felt privileged to receive their undergraduate award for my community placement. I have been asked to write a blog, which I was delighted to do. I have subsequently googled the word ‘blog’ please find my contribution below:

As a first year mental health nursing student I had very little knowledge about the role of a community mental health nurse or the challenges that lay ahead, I would like to start my blog by offering three pieces of advice for students about to venture out on their first community placement:

- Avoid wearing thin trousers or tights, house cats seem to instinctively identify fabric that ladders with ease.
- Budgies, although adorable, are prone to bouts of verbal abuse; try not to take it personally.
- Be flexible - you never know what people have planned for their day, during my community placement I found myself installing furniture and playing bongos in a band. A small toolkit never goes amiss.

My community placement made me aware of how sharing in everyday experiences can offer valuable insight and develop meaningful therapeutic relationships. For example, with the exception of a recorder (which my mother swiftly “mislaid”) I had never played a musical instrument before in my life. Playing bongos with a well-rehearsed band was exciting but also made me feel a bit vulnerable, however I knew that the individual who had written a song about their experience of hearing voices was exposing their innermost feelings to the group, so playing bongos and being out of my comfort zone was my way of showing respect and appreciation. As for assembling furniture, possibly the best resource in the world for creating positive therapeutic relationships, laughter, tears, frustration, denial, blame (who lost the Allen key?), anger, problem solving, acceptance, success, achievement- and that’s just attaching drawer handles. In the community being flexible means acknowledging the worth of what is important to the individual beyond our professional agenda and knowing this is possibly the most valuable piece of my toolkit.

During our time at university we have explored recovery approaches, not in terms of ‘getting better’ but in regards to the subjective meaning of wellbeing. Chandler, Bradstreet and Hayward (2013) discuss the potential of a health care professional to characterise an individual in the ‘sick role’, consequently carrying a sense of hopelessness for them. Although I make light of my experiences in the community I defy anyone not to carry hope for an individual when you are able to gain a holistic insight into their reasons for purpose, after all someone has to feed the cat and teach the budgie to curse at student nurses. When reflecting on my community placement I feel that my most valuable learning experience is that I should never define an individual by their diagnosis; you would think that in 2016 this would go without saying but it is surprising how quickly you define yourself by your professional role. I am at the start of my journey and I am unsure of my destination although I hope it lies in the community. I think the experiences during my community placement gifted me the antidote to labelling, there is always an opportunity to recognise the gestalt nature of the individual far beyond that of the ‘sick role’ I am certain this is the lesson I will carry with me into my future career regardless of the setting; after all, toolkits are made to be carried with you.

References
Long Service Awards 2016

We are delighted that we have been able to celebrate the dedication of so many nurses and health visitors for their work in the Community. We presented a total of 170 awards this year to Community Nurses for their service of 21 years and over.

The awards were presented throughout the country in various locations; Edinburgh, Glasgow, Isle of Arran and Skye to recipients with various roles throughout the NHS; Community Practice Nurses, Health Visitors, District Nurses, Community Diabetes Nurses and Team Managers.

Our Community Nursing Award for Long Service is open to any NMC registered nurse who has worked for 21 years or more in the community. This can be roles out with Scotland and overseas and can be made up of both full and part time posts.

If you would like to nominate someone for the award or would like to apply yourself, please visit our website www.qnis.org.uk to download an application form or contact Caroline for more information at caroline.brotherston@qnis.org.uk.

The Queen’s Nursing Award for Long Service

Recipients of The Queen’s Nursing Award for Long Service this year were Sheila Bett, MBE and Cathy Anderson.

Long Service Award 2016 Recipients

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<td>Angela Agnew</td>
<td>Helen Docherty</td>
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<td>Morag Mason</td>
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<td>Janice Alexander</td>
<td>Marion Dodg</td>
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Two recipients of Long Service Awards gave us their thoughts on receiving the Award.

**Alison Jarvis**
Community Nursing Programme Manager, NHS Lothian

“Usually we can’t be bothered to make time to go to these sorts of things, a zero priority in an overfull day, is how many of us respond to an email about attending a long service award at the QNIS AGM. However, 18 nurses from Lothian came away feeling recognised and valued from this year’s ceremony. Clare Cable’s comments recognising that … over many years (21!) when our partner said, why don’t you just go and work at M&S? we carried on; when we were clinically re-graded we just got on with the job, when we were restructured for the 54th time we fitted in; in the midst of divorce, bereavement, sadness and stress we donned our uniform and continued to reach out to those on our caseloads, we have stayed way over our contracted hours to finish what needed to be done; we have cared for wonderful people who left us feeling privileged to have met; we have left some homes feeling angry and sad…. resonated.

Although many of us are no longer putting on a uniform or going out in the wind and rain – we celebrated what it means to be a community nurse and came away feeling appreciated and glad we had made the time to join with colleagues who make challenging jobs possible.”

**Rose Ross**
Health Visitor with NHS Lothian

“I wanted to thank the QNIS for their continued support and involvement with community nursing in Scotland. I was very fortunate indeed this year to receive an award from QNIS for my long service as a Health visitor in the Edinburgh North area. This was very unexpected and came at a very strategic time in my career as I was preparing for my retirement from health visiting on the 13th December. I have enjoyed the work as a community health visitor in Edinburgh and found the role both challenging and satisfying. Working with families has always been a delight and sitting with parents through their journey with their children has been unique and a privilege.

At this time I thank the QNIS for their well-timed award which reminds me that this kind of nursing is so rewarding and each of us in nursing has a unique contribution to make to the profession. I look back on the job with great affection and take with me many wonderful memories of great team working and unity between nursing professions.

I came from Glasgow originally training at the Western Infirmary and staffing in a general female surgical ward for a year. After this I continued my professional development by training as a midwife in Edinburgh Simpson Memorial Pavilion. I staffed as a midwife in Falkirk for a year then trained in Edinburgh again as a health visitor. I have a degree in Health Studies which I achieved at the Queen Margaret College. I have worked since as a health visitor for 29 years.

Many thanks to a wonderful organisation - QNIS and the really friendly and helpful team who work there. Thank you for valuing nursing and supporting it still into the future. We look forward to many more nurses coming on board!”
Celebration Wall for Retired Queen’s Nurses

The Queen’s Nursing Institute Scotland has been on Castle Terrace since 1889. The beautiful tenement building, built by architect Sir James Gowans in 1875, is not only an imposing Edinburgh landmark, with its statue of Queen Victoria who looks out to the Castle from the roof tops, but it is also a key part of our heritage.

Many a Queen’s Nurse learnt their skills in the classrooms here (including how to make the famous Queen’s Nurse Poke!), to later be despatched across Scotland to care for the sick. Whilst not every Queen’s Nurse trained here, the building remains important to everyone.

So, when we underwent an office refurbishment at the end of 2015, we established a Celebration Wall so that Retired Queen’s Nurses could have their names inscribed, and their services to nursing remembered and celebrated by all that pass through the doors of number 31.

This unique opportunity is open to all Retired Queen’s Nurses – including those who are no longer with us. If you would like to have your name added to the Celebration Wall, or to add the name of a Queen’s Nurse that has passed away please get in touch by calling Caroline Brotherston on 0131 229 2333.

Experience of a Retired Queen’s Nurse Visitor

Being a Queen’s Nurse Visitor, I count it a great privilege to visit the Retired Queen’s District Nurses private and confidentially in their own home or care home as appropriate. For me the visit is always most interesting because these very mature nurses who are individual in character, families and circumstances have worked through the vast changes which have taken place in our country and the world for almost a century.

They speak of their immensely varied experiences of being generally triple duty nurses, cycling miles in remote areas, journeying in horse & carts, tractors, rowing boats and being carried along with their bikes through rivers by willing gentleman!! To nurse the sick, care for the dying and safely deliver the next generation. In the busy cities they clocked up tenement mileage 24/7 to give the essential care of their lifelong calling to ‘the wee wifey waiting up the stairs for the nurse’. I am always impressed by the lively interest the retired nurses take in the continuing work of QNIS regarding the ongoing development of nursing standards, services and education of the Queen’s Nurse of the future. They like to be kept in the loop with some even getting Apple Ipads for their 90th and 92nd birthdays.

Following a lifelong dedicated service to their communities, the Queen’s Nurses greatly value being remembered by QNIS through home visits, holidays, reunions, coffee mornings, via email contact and varied support, all of which plays a significant part in combating loneliness of the elderly. As we sit sipping tea from china mugs tucking into home-made scones, cakes and gingerbread or a nice tea biscuit, enjoying fellowship, comparing notes and laughing at bygone times of hard work (but happy days) with the satisfaction of a job well done, I note the kindness, humour, wisdom, knowledge, integrity, tenacity and dignity of these ladies which inevitably earn them great respect as the Queen’s District Nursing Sister in the community. Now will we ever see their like again or, shall we say, we trust we will see their like again.

With thanks to Queen’s Nurse Visitor, Angela MacDonald

Our Visiting service is a key part of our work. Supporting our network of Retired Queen’s Nurses across the length and breadth of Scotland, the Visitors provide a valuable connection to the Institute, and perhaps more importantly, a shared nursing heritage.

If you would like to receive a Visit, or perhaps just find out more about the service please get in touch by calling Caroline Brotherston on 0131 229 2333. We are also keen to hear fresh ideas for local events, so if you have a suggestion, don’t keep it to yourself!
Obituaries

Miss Annie Adam
Age 93. 11th February 2016

Annie was born in 1923 in Keith, Aberdeenshire. Annie began her nurses training at the Royal Aberdeen Hospital for Sick Children and continued at the Royal Northern Infirmary, Inverness. She qualified as a Queen’s Nurse in 1950. She went on to work in Maternity at Stobhill hospital and then as a District nurse in Banff until she retired in 1983. Sadly, Annie suffered a stroke in 2010 and spent her final years in residential care.

Annie will be sadly missed by her sister Margaret and everyone who knew her.

Contributed by Annie’s sister, Margaret.

Mrs Agnes Arbuthnott (Young)
Age 95. 6th March 2016

Agnes was born on 22nd October 1921 in Grangemouth. Agnes commenced her nurses training in 1944 at the Royal Infirmary in Glasgow. She began her Queen’s Nurse training in 1951 in Bath Street in Glasgow and qualified as a Queen’s Nurse on 25th June 1953. Agnes was a midwife for several years in Falkirk after qualifying but then took a break to raise her family. She returned to Grangemouth to do District nursing Midwifery until she retired in 1981. Agnes will be sadly missed by all her family and friends.

Miss Helen Brown MBE
Age 96. 14th August 2016

Helen was born in a very small shale mining village in West Lothian (Seafield by Bathgate). One of 8 children and part of a close knit community.

Helen qualified as a Queen’s Nurse in 1951 and began her career in Airdrie. In 1969 Helen was appointed as Nursing Superintendent for the Queen’s Nursing Health Visitor Midwives and then later Acting District Nursing Officer until she retired in 1984 when she was awarded an MBE. Although she had been badly affected by Parkinson’s disease, soon after retirement, she never complained and furthermore retained a dry and self-efacing sense of humour.

She was an elder at her Church and took a full part in the life of her Church. Her Christian Faith coloured every aspect of her life including her working life. She inspired many by her example, most recently a younger relative, followed her into nursing saying ‘I may not achieve Helen’s status in nursing but if I can show her care and compassion for others, I shall be proud to nurse’

Contributed by Helen’s cousin, Norma Brogan.

Annie Crombie
Age 81. 13th January 2016

Annie began her nurses training in Glasgow and went on to Midwifery at Falkirk Infirmary. After qualifying as a Queen’s Nurse, she worked at Briton Lodge, Inverness. Annie was a much loved mother to Neil and Laura, granny to Lynsey and Mark and great granny to Carry-Anne and Kayla Louise.

Agnes (Nan) Dalzell
Age 92. 25th December 2015

Nan’s Queen’s nursing career spanned from 1960 to 1983. When she retired, Nan became a visitor to other retired Queen’s nurses for many years and Nan’s retirement from visiting in 1994 was met with much sadness from the Institute and everyone she visited. Nan will be greatly missed by her nieces and all who knew her.

Mrs Janet (Jane) Duncan (nee Grant)
Age 86. 6th January 2016

Jane began her general training in 1948, at the Royal Northern Infirmary Inverness. This was followed in 1952, with Midwifery training at Lennox Castle Maternity Hospital before completing her Queen’s Nurses training in Edinburgh in 1957. She continued her work in the community as a Triple Duty Nurse with Banff County Council. Jane took a break from nursing to raise her family but returned in 1971 as a Triple Duty Nurse with Banff County Council. Jane was born on 5th October 1932 in Grangemouth. She qualified as a Queen’s Nurse in 1956 and went on to work in District nursing in Glasgow. She continued her career in nursing in Inverness but returned to Glasgow in 1982 working in Shaw Home Beardsden and latterly in Govan High School Nurse and Community. Jean retired in 1991 and was kept busy with her grandchildren and numerous hobbies.

Jean first met her ex-husband when they were at school and later married. She was a natural homemaker and was very involved in family life.

She put her heart and soul into the SWRI enjoying competitions, curling and concerts.

She was Dux at Hyndland Academy and had a golf handicap of 12 in her youth! She enjoyed sewing and knitting. She helped teach country dancing at a neighbouring primary school. She loved travel and visited a nursing friend in South Africa. She really used the free

Contributed by Helen’s cousin, Norma Brogan.
travel pass and often could not be contacted because she was at the other side of the country with no mobile phone! She enjoyed gardening and viewing other gardens such as Scotland's Gardens and the National Trust for Scotland. She loved classical music and latterly she enjoyed films especially James Bond which was played at her funeral which lightened the mood. She was a very gentle person with a steely nerve. She was a wonderful Mum and Granny.

Contributed by Jean's daughter, Janet.

Mrs Margaret Gavin (nee White)
Age 96. 18th January 2016

Margaret began her nurses training in 1938 at the R.F.N City Hospital Edinburgh and then onto the Deaconess Hospital Edinburgh as a Ward Sister. Margaret completed her Queen's Nurses Training in 1967 and continued nursing until 1978.

She will be greatly missed by all who knew her.

Miss Agnes Gunn
Age 87. 18th June 2016

Agnes Henderson
Age 92. 16th March 2016

Agnes began her nurses training in Woodend General Hospital, Aberdeen in 1942. She trained as a midwife at Forresthill Maternity Hospital, Aberdeen and qualified as a Queen's Nurse in 1950. Agnes will be sadly missed.

Daisy Howatt
Age 84. 4th December 2016

Daisy was Director of Nursing for Perth and Kinross during her career. She was a regular guest at the Crieff holidays. Daisy passed away at Ninewell's Hospital in Dundee with her daughter present.

Mabel Jamieson
Age 91. 10th May 2016

Mabel began her nursing career in 1947 at the Royal Alexandra Infirmary, Paisley. She then moved to Stirling Royal Infirmary for one year. She qualified as a Queen's Nurse in 1952 and continued her career as a Health Visitor until 1984.

Mabel spoke about her enjoyment of walking in various locations; Saltcoats, Prestwick and Lossiemouth. Mabel was also a passionate golfer and when she was no longer able to play, she very much enjoyed watching it on television. After Mabel retired, she lived with her sister and their cat until Mabel's sister passed away when she then moved to the Grove, Elgin where she was very happy. Mabel will be sadly missed by her family and friends.

Contributed by Ann Thomson, Queen's Nurse.

Mrs Henrietta (Etta) MacLeod (nee Morrison)
Age 85. 30th November 2016

Etta was born on 3rd August 1931 in North Dell, Ness, Isle of Lewis. Etta was one of 8 siblings, the third youngest. Her father died when she was 8 years old, so she was brought up by her mother. She and retained strong connections to the island throughout her life.

Etta left home in 1951 to train to be a registered General Nurse in the Southern General hospital in Glasgow. She qualified as an RGN in July 1954. She did her midwifery training in Glasgow and qualified in April 1956. She was admitted as a Queen's Nurse in June 1957. After a short period working in Govan in Glasgow, Etta returned to the Isle of Lewis as a district nurse in Point. It was there that she met her late husband, Rev. Roderick Macleod and they married in 1960. Etta returned to nursing in the mid-1960s in Inverness and when the family moved to Dundee she worked there as a district nurse for over 20 years. Patient care was paramount for Etta.

Etta loved visiting people and entertaining visitors. She knitted endlessly to provide jerseys and cardigans for young children of family and friends. Etta was a committed Christian for her entire adult life and was an active church member.

Etta is survived by her sons Ian, David and Rory and her six grandchildren. She will be sadly missed by all those who knew her.

Contributed by Etta's son, Rory.

Mrs Margaret Marshall
Age 78. 23rd December 2015

Margaret was born in 1938. She qualified as a Queen's Nurse in 1977 and remained in District nursing in the West Lothian area until she retired in 1998. Margaret will be missed by all who knew her.

Mrs Catherine McIntyre (nee Revie)
Age 87. 21st March 2016

Catherine began her nurses training in 1947 at the Glasgow Royal Infirmary and continued her Maternity Training at Rotten row, Glasgow until 1952. She qualified as a Queen's Nurse in 1952. Catherine retired from nursing in 1986 due to ill health. Catherine will be dearly missed.

Mrs Mary McKay (nee Munro)
Age 97. 12th March 2016

Mary began her nurses training at Stobhill Hospital, Glasgow in 1939. She qualified as a Queen's Nurse in 1945.

Mary was a much loved mother, mother-in-law and granny and will be greatly missed.
Miss Irene McLeod
Age 86. 17th August 2016

Irene originally from Jamaica, began her nurses training in Southern General Hospital in Glasgow in 1958. She continued her career in nursing at Rankin Memorial Hospital in Greenock and then Stobhill Hospital in Glasgow. Irene qualified as a Queen’s Nurse in 1966. She continued with her training as a Health visitor and then a Midwife from 1972.

Irene will be missed by all who knew her.

Mrs Margaret Marshall
Age 78. 23rd December 2015

Margaret qualified as a Queen’s Nurse in 1976 and continued working as a District Nurse with West Lothian NHS Trust until 1998.

Margaret will be greatly missed by her family and friends.

Mrs Irene May
Age 85. 20th February 2016

Irene was born in Rosyth, the eldest of a family of two. She left school at 14 and had a variety of jobs until she began her General Nurses training in 1951 at Dunfermline and West Fife Hospital. She qualified as a Queen’s Nurse in 1968 and enjoyed a lengthy career of 41 years in nursing. Irene enjoyed many activities in her retirement, line dancing, gardening, travelling and was a church elder.

Irene will be missed.

Jean Merchant
Age 89. 22nd March 2016

Jean was born in 1927 in Aberdeenshire. She was the last surviving member of the ninth generation of the Merchant family, Balnacraig Farm, Torphins.

Jean began her nursing career in 1946 at Aberdeen Royal Infirmary. She qualified as a Queen’s Nurse in 1956 and was very proud of her long career.

Jean passed away peacefully at her home in Torphins. She will be sadly missed but remembered for her rare sense of humour.

Contributed by Ann Thomson, Queen’s Nurse.

Mrs Elizabeth Anne Patterson (nee Brit)
Age 86. 21st October 2016

Elizabeth was appointed as a Queen’s Nurse in 1954. Until 1969, she worked as a District Nurse and Midwife in various locations in England. She returned to Shetland for a brief spell in 1964 – 1965. She worked with Orkney Health Board in 1970 for 9 years but moved south to Borders Health Board. In 1980 she returned once again to Orkney were she remained until her retirement. Elizabeth will be greatly missed by her family.

Mrs Barbara Reid (nee Wood)
Age 98. 10th July 2016

Barbara began her nurses training in 1937 at the Royal Infirmary Aberdeen. She also completed her Midwifery and District nurse training at Aberdeen and qualified as Queen’s Nurse in 1943.

Barbara will be sadly missed by Elma, Eilidh and Julianne.

Mary Ross
Age 92. 14th August 2016

Mary trained at Edinburgh Royal Infirmary and Midwifery at Aberdeen Maternity Hospital.

She had several posts throughout the north east before retiring to care for her elderly parents.

Mary is much missed by all who knew her.

Contributed by Ann Thomson, Queen’s Nurse.

Mrs Doreen Watt (nee Milne)
Age 85. 14th December 2015

Doreen began her nurses training at Woodend Hospital, Aberdeen in 1948. She continued her nursing at Aberdeen City Hospital, Morningfield Hospital and the Royal Infirmary Hospital in Aberdeen. Doreen qualified as a Queen’s Nurse in 1964 and remained in District Nursing with Grampian Health Board until she retired. Doreen will be missed by all who knew her.