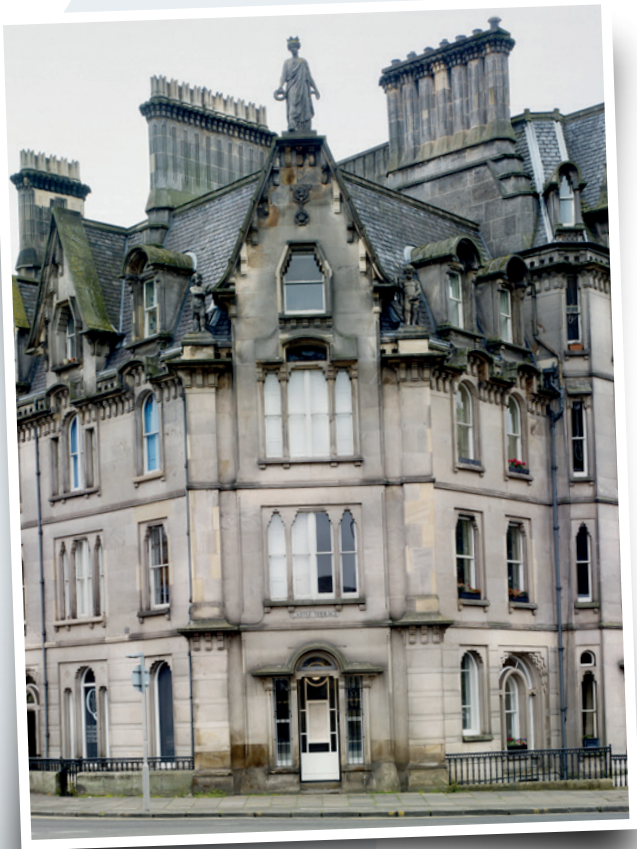




Promoting Excellence in Community Nursing across Scotland

NEWSLETTER AND REVIEW OF THE YEAR 2017



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From the Chair

2017 has been a landmark year for QNIS. The Council of QNIS is very proud to see the return of the Queen's Nurse title to Scotland, and the Awards Dinner in December will live long in our memories as a wonderful celebration of this moment. The Hub, on Castle Hill was the venue for a fantastic night. Our guest of honour Prue Leith awarded the new Queen's Nurses with their badges. We also reintroduced the QNIS Fellowship, with Fellows, alongside Honorary Fellows and an Associate Fellow being admitted.

You can read more about the new Queen's Nurses on pages 13-14 and the new Fellows on page 18.

The new Queen's Nurses and Fellowships were not the only success story of 2017. It has been a positive year for many reasons.

Our Conference in March "Conversations that change lives... and build communities" took us to central Glasgow, with excellent workshops and inspiring speakers contributing to a wonderful day. This year's conference is back in Edinburgh, and again, you can read more about what we have planned later in this newsletter.

Long Service Awards continue to be greatly appreciated, with over 130 awards celebrating more than 3,450 years of community nursing honoured across the year. We are proud to be able to recognise the achievements of so many nurses who have committed their working lives to their communities.

Likewise, our Academic Prizes continue to be sources of pride for the winners, and we are pleased to be able to recognise commitment to community nursing excellence within our universities.

Our retired Queen's Nurse Visitors continue to do extraordinary work visiting those who are retired, some frail and socially isolated, ensuring that they remain cherished by the nursing family. They have also organised a range of gatherings across Scotland to enhance the fellowship of those who have committed their lives to nursing and wish to remain connected.

As a group of Trustees we continue to develop the governance of the Institute. We have undertaken the Path to Impact Programme with ACOSVO, which has enabled us to reflect on and improve the way in which we lead our work and develop our vision as an organisation. This year we have been joined by Josie Murray as a new Trustee, who you can read about on the next page.

We have also welcomed some new faces to the office, and said goodbye to others; we are moving forward, confident in our ongoing work. As I have often said, we are doing well, and also doing good.

With best wishes for 2018



Lewis Ritchie

From the Chief Executive and Nurse Director

The Queen's Nurse development programme was entitled 'a journey of discovery' and this has been the theme of my year. I was very fortunate to be awarded a Florence Nightingale Leadership scholarship and whilst facilitating the new Queen's Nurses through their transformational adventures, the scholarship has enabled me to do the same!

The new Queen's Nurses and the facilitators have experienced the most extraordinary alchemy, combining a well-planned programme, with some fabulous speakers, workshop leaders, and coaches with amazing creativity in beautiful natural spaces, giving us the privilege of time and space to reflect. However, it was the openness, enthusiasm and talents of the new Queen's Nurses themselves which brought the real magic to the 'journey of discovery'.

These twenty extraordinary nurses have shown commitment, resilience and nursing excellence in abundance, and we are very proud to see them become Queen's Nurses. Each has their own story to tell of personal and professional development, and remarkable impact of the service developments they have led over the nine months.

The nineteenth century Queen's Nurses were social reformers, championing the needs of those living in areas of deprivation and supporting families with health, hygiene and nutrition. The contemporary Queen's Nurses are building on this proud heritage – sharing the pioneering spirit to improve the wellbeing of the communities of Scotland.

Through my scholarship, I have had the opportunity to learn from health and social care leaders from across the UK, and to connect with others from across the globe that are committed to social justice, ecology and change. This learning is informing our planning for future years of the Queen's Nurse programme and shaping the possibilities for QNIS.

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, the Burdett Trust for Nursing and the RCN Foundation which is greatly appreciated.

All that remains for me to say is thank you to the staff and Trustees for all their amazing hard work, for going the extra mile to make it all happen. One of the things we have all learned in our journeys this year is the importance of self-care, of balance between work and home and the value of stillness. As we enter a new year, which promises to be challenging, let's ensure we all make time to be still and kind to ourselves.



Clare Cable

Hellos and Goodbyes

This year there have been a number of comings and goings

Firstly, we welcomed a new Trustee to QNIS Council. **Josie Murray** is a Specialty Registrar in Public Health, one of the first nurses in Scotland to perform the role. She is also a Visiting Scholar in the Global Public Health Unit, in the School of Social and Political Science of the University of Edinburgh. An expert on population health, she has experience of empowering communities to flourish and thrive. She joined the board of QNIS, sharing our vision of addressing social inequality.



Within the staff side, **Karrie Gillett** joined us initially as cover for paternity leave, but has agreed to stay on permanently. With ten years working as a multimedia news reporter in Edinburgh, Karrie brings much needed media experience. With exceptional communications skills, she has added a touch of quality to everything we do and will be able to promote the work and reputation of QNIS at a local and



national level.

We were sorry to see **Caroline Brotherston**, our Network Coordinator, move on, however she has gone on to a role supporting people with disabilities, an area she has always expressed a desire to work within.



Caroline leaving opened up an opportunity for **Fiona Fitheridge**, our Executive Assistant, to switch roles and become the new Welfare and History Manager.

The final piece of our staff jigsaw saw **Amanda Regan** becoming the new Executive Assistant. She started on the first day of 2018. Amanda's working history has focussed on providing support to healthcare leaders at a senior level. She enjoys working in the Third Sector and, in particular, knowing that the level of support she provides enables health care professionals to devote more of their time to improving healthcare delivery.



Keeping Connected

Welfare and History Manager Fiona Fitheridge

One of the joys of my role as Clare's EA was meeting so many inspiring nurses and learning daily about the way that community nurses have shaped their communities and made a real difference to people's lives, especially our retired Queen's Nurses. Combining the Welfare role and History role, gives me the opportunity to connect up our archive material with the stories of and about the Queen's Nurses and the Institute.

I think it is really important to tell the story of nurses in the community in Scotland and working with the whole QNIS team, I think we can come up with exciting and creative ways of using the material we have to engage with lots of different audiences that will both tell the history and inspire a new generation to become community nurses. Taking the work that has already been done on our history, making it more accessible, and allowing the full story to be brought together will be really exciting.

I have been in awe of the dedication, professionalism and positive attitudes of the Queen's Nurses and the esteem in which they are still held by the people whose lives and health they touched. I am looking forward to supporting the events



we already run for our retired Queen's Nurses, eg the Annual Gathering and Holidays, and finding new and appropriate ways to allow them to connect and keep in touch with each other and it would be exciting to enable more local and intergenerational events to take place across Scotland.

Being a Trustee

In a new feature, two of our Trustees, Irene and Josie, have given us some thoughts on what their role involves

Irene Bonnar, pictured, Head of Work and Wellbeing at NHS Borders, has been a QNIS Trustee since March 2012.

I didn't go looking for the opportunity to become a Trustee, rather the opportunity came looking for me. It was a tap on the shoulder to see if I was interested. I work in Occupational Health, which is a small area of community nursing, but it is an important part. Being a Trustee of a community nursing charity would, I realised, be an opportunity for me to raise the profile of Occupational Health, and to ensure I could bring that important perspective to the table.

QNIS was my first Trustee role, and what a steep learning curve. With all these wonderful minds around the table, absolute experts, I wondered what could I add, what could I contribute? They are a supportive group though, and it did not take long before I felt able to contribute



meaningfully on a variety of matters, but it was within Occupational Health & Safety where I really found my niche.

The area of Occupational Health & Safety is one that doesn't engage everyone, but I understand and enjoy the intricacies and details of HR and Health & Safety legislation, and feel like I have become a helpful voice for positive health, safety and well-being changes within QNIS.

Being a Trustee has also proved an opportunity to

grow and develop personally, and I call upon experiences with Council in my day to day work.

It has been fantastic to be part of the QNIS at a time when there has been a great deal of positive change in a short period of time, including the reintroduction of the Queen's Nurse title to Scotland. The progress over the last few years has been really impressive, and I feel privileged to be a part of it.

Our newest addition to Council is Josie Murray, a Specialty Registrar in Public Health who joined us in summer 2017.

Having formerly worked for a charity, I am well aware of the fantastic work done by the third sector. I knew there would be opportunities for healthcare professionals, and I was keen to use my experience to further support the sector.

I'd been keeping an eye on Trustee positions, waiting for one to come along that

shared my personal and professional values: tackling health inequalities and empowering communities. When the opportunity at QNIS came up, it seemed a perfect fit.

This is my first Trustee post, and everyone has been really friendly and supportive. I am surrounded by some amazing Trustees, who are all so skilled and talented, and I am keen to give something back.

Throughout my public health training, I picked up a lot of skills, and already I have been able to exercise a number of them, to contribute to QNIS. Recently, I assisted with the development of the new Business Continuity Plan, and it was great to be able to use my expertise to support the team.

One of my proudest moments was at the Queen's Nurse Award Dinner in December; speaking to all these wonderful nurses, it was a privilege to be a part of it, to see how fantastic this organisation is, and what we are trying to work towards.

Staff outing to the beach

In August, QNIS staff enjoyed a family bring-and-share picnic at Yellowcraigs Beach in East Lothian. We set up a table with a sizeable spread of home cooking and baking and settled down on the sand with the island of Fidra as our view. With five small children and two dogs attending, activities included kite-flying, beach boules and a lot of rolling up of the trousers for the hardy souls who braved the bracing water in the Firth of Forth for a paddle.



Florence Nightingale Foundation

Clare Cable's journey of discovery and development

During 2017 I have been privileged to take up a range of inspiring opportunities because I was given a generous scholarship by the Florence Nightingale Foundation, which I could spend on any leadership development opportunity I chose. For the first 12 weeks, I spent most evenings online looking at every programme in the known world and, like a child in a sweet shop, feeling rather overwhelmed at the choice. Everyone I spoke to recommended their course, so I concluded that whatever I did it was up to me to get what I needed from it. My objective was to throw myself out of my 'comfort zone' and work out what being an 'authentic leader' really meant.



SO HERE'S WHAT I HAVE DONE:

- Five weeks with the Kings Fund on their Top Managers' Programme, which has been an extraordinary experience, not least through getting to know 36 senior leaders from across the UK doing a remarkable job across the NHS and social care in the face of significant pressure.
- A week with the Presencing Institute on their Foundation Programme, learning about Theory U (do look it up on a search engine of your choice). This was a life changing week, working with amazing people leading social movements from across the globe.
- The Westminster Experience, learning how to influence politically by role playing alongside sitting MPs and members of the House of Lords.
- RADA for Business – learning how to breathe, think then speak.
- And several other short visits to hear about the work of social entrepreneurs making a difference across the marginalised communities of the UK.

SO WHAT HAVE I LEARNED?

I have had the opportunity to receive honest and challenging feedback about how I am as a leader. The consistent messages are about slowing down, being still and modelling the things we explore on the Queen's Nurse programme, about taking care of self (body, mind and spirit). I have learned to use a journal to take my reflection to a much more honest and thoughtful level. I have been inspired by others who really do live their values and I have the insight and determination to (one day at a time) be the best leader I can to take QNIS forward.

ACKNOWLEDGEMENTS

I am very grateful to the Florence Nightingale Foundation for awarding me the scholarship, which was generously funded by BUPA. I could not have taken up the opportunity without the support of QNIS Trustees who have encouraged my participation. However, the huge debt of gratitude is to the team, who have done without me for an additional eight weeks this year and kept the show on the road admirably. They have also put up with me working at ridiculous pace between times to catch up, with great forbearance and good humour.

“My objective was to throw myself out of my ‘comfort zone’ and work out what being an ‘authentic leader’ really meant.”





2018 is a jam packed year for Scotland's Gardens Scheme: hitting the ground running in January with a new look and feel to the website and the annual guidebook. Over 450 gardens are opening with the Scheme, and they help raise money for some 250 charities, big and small.

The programme kicks off in late January with 26 gardens opening their gates for the Scottish Snowdrop Festival. In April and May, the new Fife Spring trail offers gardens lovers a chance to explore 12 stunning gardens.

This year, Scotland's Gardens Scheme is celebrating VisitScotland's Year of Young People. Children's entry is free to all private gardens and many gardens will be hosting family friendly activities; including the Gruffulo Trail at Ardinglas Woodland Garden, duck races at Highwood in Renfrewshire, and fairy doors at Netherthird Community Garden in Ayrshire. Scotland's Gardens Scheme has teamed up with the Scottish International Storytelling Festival to offer 'Growing Stories' events in six gardens, including Fingask in Perthshire with its Alice in Wonderland-style topiary.



Scotland's Gardens Scheme welcomes 57 new garden, group and village openings. From the historic village of Coldstream, Berwickshire to the early stages of restoration at The Japanese Garden at Cowden, Stirlingshire, there's something for everyone in the gardens this year whether you're:

- A wildlife lover: 108 garden offer spaces for wildlife, with a focus on red squirrels and bees, including bee keeping talks at Merchiston Cottage, Edinburgh.
- A dog lover, 222 gardens are dog friendly and many more offer great woodland walks (with and without pooch).
- A plantaholic: there are 19 National Plant Collections, 22 Champion Trees and 220 openings have plant stalls.
- A gardening newbie: create your own Gardener's Question Time. Whiz around the gardens started from scratch to be inspired for your own patch.



- An urbanite keen for ideas, be inspired by 33 urban gardens. There's no space to small!
- An environmentalist: 147 gardens can be accessed by public transport, including Attadale with its own train station. Many owners garden on organic principles and some on biodynamic practice.

In 1931, Scotland's Garden Scheme was founded to raise funds to support and train district nurses. QNIS is still supported by the Scheme today and this is a relationship that we value very much. Please help us raise funds for QNIS and all our charities by visiting gardens and plant stalls, and enjoying the teas (you could even open your garden yourself or volunteer on an open day).

Catalysts for Change 2017

Making a difference to Scotland's Communities

This is the third year of the Catalysts for Change funding programme, and builds on the success of previous project funding. Catalysts 1 and Catalysts 2 saw us funding six projects for each funding programme and we are happy to be able to update you on some of these projects and introduce you to the new projects for 2017-18. Because of

the quality of the applications additional funding was made available to ensure seven, rather than six, exciting projects could be funded this year. 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.

Govan men's shed



A core group of men have set up the Men's Shed with the help of the practice nurse and Community Development Officer. The project is very much community led, with those using the shed leading on the activities and support being offered. They have been able to find suitable premises, a dis-used nursery, and have started its refurbishment. The group have been applying for funding /raising money and have set up a committee for the general running of the shed. They applied for charitable status and have been granted this, to help ensure the sustainability of the shed. It will provide a dedicated, friendly and welcoming meeting place for men to share and learn skills, or redevelop old skills, construct items, use tools, relax and make friends. The practice nurse



will be able to offer support around health issues in an informal accessible way, reaching a group in the community who are often isolated and struggle to engage with health services.

Nature walks for wellbeing

The project is an exciting new outdoor nature therapy programme aimed at people of all ages in and around Falkirk to bring together clinical staff with the people they are supporting in an outdoors, relaxed setting. The project aims to reap the benefits which a connection to nature and spending time outdoors can have on physical and mental wellbeing, while also improving social interaction for participants who may feel isolated within the community. The first set of 10-week sessions has already taken place with a further set planned to start in March. Staff within the NHS mental health team deal with a large workload of patients with varied and complex needs, and for them spending time with their patients in a natural outdoor setting has also had a positive effect on their own wellbeing as well as the patients' wellbeing.



Working with children and young people

A community approach to understanding and valuing breastfeeding and early nutrition.

This project will engage with children and young people in Ayrshire to increase awareness and normalise breastfeeding by using short, age-appropriate interactive learning sessions. It will also use the local Breastfeed Happily Here



scheme to start conversations about breastfeeding in community spaces. The team have already built up good relationships with the local nursery, primary schools and secondary school and the teachers are keen to incorporate the learning sessions into the curriculum and to use their own learning to actively promote breastfeeding with their pupils.

Tweeddale carers

Working together to promote resilience and enhance informal carers' wellbeing in Tweeddale.

With an increasing number of informal carers in the Tweeddale area who have been identified as caring for a person with dementia, Community Nurses, informal carers and the Borders Carers Centre are meeting together to have conversations about the best ways of promoting feelings of health and wellbeing for those at the centre of care. By making carers central to the project from the outset, the developed resources will meet their expressed needs and inform those who want to support them to do it in the most helpful way.



How community nurses support self management

This research project, led by a community nurse in partnership with Queen Margaret University and COPE Scotland, will look at understanding how to maximise the impact of Scottish community nurses in enabling people with long term conditions experiencing depression and/or anxiety to self-manage their health. This project is being co-funded by COPE Scotland which supports self-management and are keen to promote the role community nurses can play in helping people find ways to live well and improve their health and wellbeing.

This study would contribute to a larger programme of older people and wellbeing research within the centre for person-centred practice at Queen Margaret University under the strategic leadership of Professor Jan Dewing.

This partnership offers a real life opportunity to find new ways of making links between academia and communities and practitioners in the field.

Three Bridges Project

Promoting Blood Borne Virus Wellness within Police Custody Suites.

The project aims are to provide an-opt out testing system with instant results for Hepatitis C Virus for those identified "at risk" within police custody in Edinburgh. There are a substantial number of people that drop out of the care pathway from testing, diagnosis, assessment, treatment, referral and completion of treatment. Working collaboratively with police custody nurses, community nurses and hospital nurses we can identify and support those most at risk and in need of Blood Borne Virus intervention through the patient pathway. The overall aim is to reduce health inequalities and help these disenfranchised patients into meaningful healthcare.



Get moving

Crail Medical Practice wants to offer patients a more accessible walking group which starts at the practice and is led by practice staff. The aim is to engage patients who have previously had barriers to engaging in regular exercise or attending groups. The group promotes activity as an alternative/adjunct to medicines and support patients to make meaningful lifestyle changes. By embedding the walking group into the practice as a health intervention, the aim is to improve health, wellbeing and activity levels in a very deprived population in familiar surroundings with staff they already know and trust.



Catalysts for Change 2016

We had a group of diverse projects which started in 2016 and submitted their final reports to QNIS towards the end of 2017

The full reports can be found on our website.

Our visit

This project was 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, involved facilitated focus groups. Membership of these groups included community nurses and informal carers recruited from staff and visitors to community dementia wards. The lead nurses worked closely with colleagues from the University of the West of Scotland and the Community Hospital Carers' Group.

Two over-arching findings emerged from the data collected. First, 'A Good Visit', showed how visiting time might be used by visitors and their family member and may provide an important bridge between the community and the community hospital. Work is still needed to understand how best to support families during visit time. Second, 'Meaningful Objects' illustrated how physical objects might provide a source of attachment and security. Therapeutic dolls appeared to offer the strongest means of attachment and might have the potential to complement how people with dementia are supported when in hospital.

The team are now planning their next steps for publication of its findings and seeking to use this as a catalyst for future research ensuring families are involved.

Chancetochange

This health practice based project sought to help people who were overweight and obese, who had a new diagnosis of hypertension or impaired glucose intolerance, to live healthier lives in order to improve their wellbeing. Participants were 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 was a mix of group activities and one-to-one support and was helping participants understand how they could adopt a healthier lifestyle.



It involved 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. Looking at options that could be sourced cheaply locally and offering no-cost taster food sessions helped participants to try new things.

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 to more people in the future as there is already interest from the local GP Practice to roll it out to the wider GP cluster.

Physical activity peer support worker (Community mental health)

Based in Perth, the project, developing a Physical Activity Peer Support Worker (PAPSW), was a partnership project to develop and test the role of Peer support in community mental health creating and sustaining links to the voluntary sector and statutory sector (NHS and Local Authority). The Peer worker's role was to support those most excluded, people with severe and enduring mental health problems to engage in physical activity. The Peer worker used skills to empower individuals to make links with mainstream community services and support the further development of sustainable community activities. The skills the Peer worker used promoted resilience, reduced stigma, promoted social inclusion, embedded strengths based approaches to mental wellbeing and contributed to significant improvements in health and wellbeing. The empathy and mutual

understanding of a Peer role helped foster trust, equality, and reciprocity and encourage individuals to exercise choice and control.

The first Peer support worker has moved on to further education and the confidence she gained from this paid work is enabling her to develop her own skills and continue her personal recovery journey. Her powerful testimony is in the full report on our website. The project team have successfully recruited a new peer support worker for the role and already they have expressed that this has helped them make a big step forward in their own recovery and making a difference in other people's lives.



Social prescribing service in a gypsy traveller site in Fife

A social prescribing service was introduced in a settled Gypsy Traveller encampment site in Fife. Social prescribing is a vehicle for linking participants with non-clinical sources of support. It 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. A range of partner agencies were involved in supporting individuals on site to meet their self-identified health and wellbeing objectives. The importance of building trust was identified as key in the early stages of the project, and once that trust was established, the Gypsy Travellers valued having the opportunity to discuss any issues they had. In a short space of time, the Keep Well team of



nurses made tangible differences to the lives of this community. Children were immunised on site, individual physical and mental health interventions were put in place, and visits from the local Fire Service/Cosy Kingdom enabled smoke alarms, curtains, light bulbs and heaters to be fitted in vans where needed. Gypsy Travellers engaged with healthy eating, weight management, and blood sugar monitoring initiatives. Several of the men engaged well with the Keep Well nurses too, discussing mental and physical health concerns, and financial worries. This project lessened some of the barriers that exist between Gypsy Travellers and their wider health and social care community. Moving forward, the challenge will be to keep building on the outcomes that have been achieved, to ensure that this Gypsy Traveller community continue to have their voices heard and their issues and concerns addressed effectively.

Steps to health

The Community Learning Disability Team in West Lothian recognised that, while there were a number of health promotion initiatives in the area, none were specifically aimed at people with a learning disability and therefore when Community Nurses recommended these initiatives take-up was very low. People with a learning disability reported that they found written information aimed at the general population difficult to understand and that they lacked the confidence, even with support, to attend a "mainstream" group.

A partnership approach between the Community Learning Disability Team and New Directions, a third sector support organisation, enabled the team to identify people who were at risk because of their lifestyle and underlying conditions

and were motivated to take control of their own health.

Nine weekly group sessions were attended by an average of twelve people. Health professionals provided advice and information on a range of topics and made sessions informal, interactive and fun.

At the end of the nine weeks they held an awards ceremony where everyone who had taken part was given a certificate of completion, attended by their families and friends.



Wellness recovery action planning

Wellness Recovery Action Plan (WRAP®) is a self-management tool used to help individuals take more control over their own wellbeing. While WRAP® had been successfully introduced to two schools in Scotland, this was to be the first time it was used in North Ayrshire, and it provided 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 pilot school, and within the local Child and Adolescent Mental Health Service (CAMHS).

In total, four facilitators have been trained to use the tool specifically with young people, enhancing the skills of the CAMHS team and North Ayrshire Health and Social Care Partnership is also going to invest funding to help make WRAP® available in more schools.



The team will continue to encourage more joint working between pupils, teachers, CAMHS, and others, to make North Ayrshire's schools places where everyone is supported to be well and happy. A small group of pupils have become Wellbeing Ambassadors within the school and it is hoped they will help with the transition of primary pupils to secondary school. They have already presented to nearly 200 people at a local conference about child and adolescent mental health.

There are also plans to build on the experience of the teachers who took part. They will meet as a group to help promote wellbeing throughout the academy. As well as this, one of the teachers from the group and an inclusion worker are now trained as facilitators, so they can help make the programme available to more pupils.



GPN Standards

Working across the UK to enhance primary care

Following on from the successful District Nursing Standards, published in 2015, this year QNIS, alongside sister organisation the QNI, launched new Voluntary Standards for Senior General Practice Nurses (GPNs).

The new standards aim to identify the key aspects of the senior GPN role and reflect the breadth of competence required to manage and deliver high quality, person centred care as the leader of a nursing team.

The standards have been developed with leading experts from across the UK to help support senior GPNs, focusing on level six of the career framework. Scotland was represented by the Scottish Practice Nurses Association (SPNA), the Practice Nurse Leads Group, Scottish Government and NHS Education for Scotland.

The new Voluntary Standards do not replace the NMC's statutory standards, but are intended to augment and update these to reflect current education and practice requirements to support the key leadership role in new models of primary care.

General Practice Nurses will be able to map their skills and knowledge against the new standards. They are also designed for education providers to support the development of course content.

Chief Executive and Nurse Director, Clare Cable, commented: "The QNI and QNIS have worked together to ensure that views from the four countries of the UK have shaped this work.

"Whilst the contexts we work in are significantly different, at the

heart of these standards is high quality person-centred care and we hope that this work will provide important contribution to strategic discussions UK-wide."

QNI chief executive Crystal Oldman said: "The specialist expertise of the General Practice Nursing service has come into sharper focus in recent years.

"Senior GPNs are now undertaking many areas of work that were traditionally reserved to GPs and there are increasing opportunities available to them for the leadership and management of a varied nursing team, as the NHS pioneers new models of care in the community."

The new Voluntary Standards are available to download from the QNIS website.

Continuing our joint working across the UK, next on the agenda is Standards for Community Children's Nursing. An initial steering group meeting has taken place, and the group will meet in Edinburgh in July. For further information, keep an eye on our website.



Continuing this successful collaboration, next on the agenda is Standards for Community Children's Nursing. The initial steering group meeting has taken place, with the next meeting to follow in Edinburgh in July. For further information on this exciting development, keep an eye on our website.

The Journey

The new generation of Queen's Nurses making history

Last year we wrote about the next steps involved in our plans to reintroduce the Queen's Nurse title to Scotland. We discussed the work of the group of internal and external experts who advised on the development of an excellence profile which sets out what a new Queen's Nurse would look like.

Shortly after last year's newsletter went to print in January, we were delighted to have selected 20 outstanding community nurses drawn from health boards and a range of independent and third sector employers from across Scotland. (You can read more about them and their roles in the pages to follow).

Following selection they embarked on a nine-month development programme, funded directly by Scotland's Gardens Scheme. The programme was designed to ensure that values of Queen's Nurses of the past can be translated to meet the demands of leadership of nursing in the community in the future. Coaching got under way with a five-day residential course in March at Balbirnie House in Fife.

It promotes excellent community nursing practice, with the course designed to enable each practitioner to be the best they can be and act as role models for others.

"I felt I honestly mattered as an individual and your skill was in making me realise my strengths."

The programme was co-produced by a number of people. Inspired by the team at our sister organisation the Queen's Nursing Institute, taken forward by a truly effective task and finish advisory group of internal and external nursing experts, and realised by co-facilitators Clare Cable, Jane Cantrell and Professor Brendan McCormack.

During their stay at Balbirnie, the group took part in workshops led by leaders from nursing and other industries with mindful change and time for reflection and growth.

This was followed up by two further two-day workshops in June and October and supported by monthly telephone calls with personal and professional advice and ongoing peer support.



As part of the programme, each candidate had to work on a key issue facing their community and consider ways of working which could enhance the wellbeing of people they care for.

The Queen's Nurse Development Programme has been an overwhelming success and we are thrilled to have been able to present 20 Queen's Nurses with a certificate and badge during a ceremony in December, marking the first time the Queen's Nurse award has been made in almost 50 years.

In the words of some of the Queen's Nurses:

"I have never felt so supported, nurtured and held. I felt I honestly mattered as an individual and your skill was in making me realise my strengths, and how I can develop to be the best I can be."

"Some of the best learning I've ever had; it has helped me to grow professionally and personally".

The first 20 new Queen's Nurses are pioneers as catalysts for change in their communities following on the long and proud tradition of their predecessors; the Queen's Nurses of a former age who always brought compassionate care to the communities of Scotland.

Who are the new Queen's Nurses?

Meet the newest additions to Queen's Nursing in Scotland

Hilary Alba

A community charge midwife, who works with the SNIPS (Special Needs in Pregnancy Service) Team in Glasgow. Hilary cares for women who are asylum seekers, refugees, and women who may have been trafficked. She has helped raise awareness of the impact of FGM for women during childbirth.



Michelle Duffy

An Advanced Practice Respiratory Nurse, from her base in Inverness, she covers an area almost the size of Belgium. Michelle's work takes specialist care and advice to people with severe respiratory problems, ensuring that they receive the same high quality care as those in towns and cities.



Anne Burns

Based in Renfrewshire, Anne supervises a team working with young mothers having their first babies, as part of the Family Nurse Partnership programme. This involves an intensive home visiting programme which seeks to help young women and their babies flourish.



Kelvin Frew

A Community Psychiatric Nurse, Kelvin is a team leader within the Dumfries and Galloway Crisis Assessment and Treatment Service. Kelvin has worked hard to provide a community based service which supports people in mental health crisis avoiding the need for hospital involvement where possible.



Julie Churchill

As a District Nursing Team Manager, Julie supported teams across East Lothian to enable her vision for patient self-management. She has now stepped in to a new role communicating her passion for person centred care to others as a lecturer at Queen Margaret University.



Joan Gracie

A Team Leader for the School Nursing Service across Stirling and Clackmannanshire, her team offers support for around 500 families a year. Joan has shown remarkable resilience in providing support to families through recessionary times, always putting children first.



Jess Davidson

Based within the custody suite at St Leonards Police Station in Edinburgh, Jess is a senior clinical forensic charge nurse supporting people who may not access health and wellbeing services in the usual way. Jess is a strong advocate for those in her care and a pioneer for criminal justice nursing.



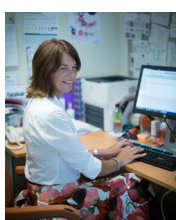
Ian Hall

An Advanced Nurse Practitioner, Ian is the lone healthcare professional resident on the island of Shapinsay in Orkney. He is responsible for overseeing the health of the island's 300 people, from young children to housebound older people. He has developed a network of island nurses across Orkney to share best practice and support one another.



Lorna Dhami

General Practice Nurse and Practice Manager at Easterhouse Health Centre in Glasgow, Lorna cares for a patient list of 1,700. Her practice is one of the so-called 'Deep End' practices, supporting a population who live in one of Scotland's most deprived neighbourhoods.



Hazel Hamilton

A Senior Charge Nurse in Dumfries and Galloway, her team covers a large rural patch of scattered farms, villages and towns home to more than 38,000 people, most of them elderly. The Nursing teams make around 200 home visits a day.



Delia Howlett

Based in Coldstream, Delia is District Nurse Team Leader for seven groups of community nurses working across an area with one of the largest over 75 populations in the UK. Her vision is for a nurse-led health and care service which harnesses local resources to help people live in their own homes for as long as possible.



Rachel McReady

A Parish Nurse based out of Steeple Church in Dundee, Rachel provides a service for people who are experiencing homelessness, poverty and a wide range of problems. At the drop-in clinics that she runs twice a week, she works hard to treat the whole person, physical, emotional, and spiritual.



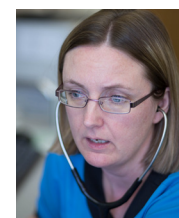
Ally Lister

District Nurse Ally was the driving force behind the Speyside Leg Club – a community run initiative bringing specialist nursing care to people living with debilitating leg problems. She is also Team Leader for community nursing for Fochabers and Keith, responsible for developing the service to meet patients' needs.



Kitty Millar

Kitty is a practice Nurse in Campbeltown, on the tip of the Kintyre Peninsula. She and her colleagues are kept busy with around 6,000 permanent residents in the area. Kitty has recently been appointed as an advanced motor neurone disease specialist covering Argyll and Bute in addition to her GPN role.



Gemma MacDonald

A Health Visitor covering some of the most deprived former mining towns in Fife, including Ballingry, Cardenden and Lochgelly, Gemma began working in maternal and infant healthcare following her own experiences as a mother, realising the benefits of a good health visitor.



Lesley Paterson

Professional and Practice Development Nurse in Tayside, Lesley is leading the transformation of school nursing across Perth and Kinross. The school nursing team is an early adopter for Scotland's new school nursing pathway which will transform the school nurse role.



Kate McConville

Nominated by Scottish Care, Kate is a Clinical Service Manager for a Care Home group, and the only independent sector Queen's Nurse. She oversees local clinical managers, responsible for keeping abreast of latest practice developments and ensuring implementation of high quality care.



Clare Stiles

As NHS Shetland's team leader for child health, Clare oversees all the school nurses, children's nurses and health visitors across Shetland, with overall responsibility for the health and wellbeing of 1,395 children living on 15 different islands.



Barbara McFadzean

A District Nursing Sister, Barbara works in Kilmarnock and her team is aligned to two general practices covering a mix of rural and urban areas, with pockets of high deprivation. Her team assumes nursing responsibility for 20,000 patients.



Debra Vickers

As NHS Western Isles Nurse Consultant for Cardiology, Debra and her team are working to transform the way heart disease is managed in a remote and rural island setting. As the first person in the new post, funded by the British Heart Foundation, she has reduced the number of bed days due to heart failure by 60%.



Annual Awards Ceremony 2017

First ever awards ceremony hailed a success

Staff at QNIS are absolutely delighted after a successful first annual awards dinner on Friday December 1 in which guest of honour Prue Leith presented 26 awards in total – 20 to the new Queen's Nurses and six Fellowships.

Celebrations got under way with a procession into the hall at The Hub on Edinburgh's Royal Mile. The new Queen's Nurses,

each wearing a specially commissioned Harris Tweed sash, entered the room accompanied by a retired Queen's Nurse and led by a piper piping Highland Cathedral.

It was a moment symbolising two generations of Queen's Nurses united by their commitment to compassionate nursing care for the people of Scotland.







Picture: Murdo MacLeod

Dressed to Impress

**New horizons
for our nurses
with a nod
to our
heritage**

When the original Queen's Nurses qualified and earned the right to use the title, they were presented with their badge and uniform.

Throughout the years, there were various iterations of both, but all were regarded with great affection and became synonymous with the identity of being a Queen's Nurse.

It was important that when the new cohort of Queen's Nurses completed their nine-month programme, they were presented with items of similar importance.

In collaboration with Harris Tweed Hebrides, we commissioned a bespoke Queen's Nurse tweed – this was a nod to the Harris Tweed coats that were part of the Queen's Nurse original uniform – which was made into beautiful shawls and ties by Rosie Wiscombe from Stornoway.

The silver enamelled badges were handmade for us by the very talented people at Ortak and assayed in Edinburgh. The badges reflected the different designs from history with a modern take.

And finally, each Queen's Nurse received a stunning certificate designed by calligrapher David Lang, and signed by our Patron Her Majesty The Queen.



Picture: Ruth Armstrong



Jolly Good Fellows

Six new fellowships awarded in recognition of expertise

As well as awarding 20 new Queen's Nurses with their title, we also presented six new Fellowships during the QNIS inaugural awards ceremony.

Our Nominations Committee of Trustees had reviewed our Fellowships following a three-year pause in which they had ceased to be awarded. A new set of criteria was established, with six people chosen to be named Fellow, Associate Fellow

and Honorary Fellow under the revised regulations.

The award of QNIS Fellowship aims to create a community of support for the Institute which will provide expert advice, on practice, education, research, policy and integrated care. It is hoped that our new Fellows will act as ambassadors for our work, as well as, benefiting from a renewed relationship with us.

Fellows

Dr Heather Bain

Senior Lecturer,
Robert Gordon University

An expert in community nursing education, the QNIS Nominations Committee were struck by her commitment to the Institute – including her consistent promotion of the work of QNIS to students.



Derek T Barron

Director of Care at Erskine

Recognised for his constant promotion of nursing and his commitment to QNIS over the years, including his chairing of the early work on integration and his enthusiasm for the planning and development of the new Queen's Nurse Programme.



Dr Caroline Dickson

Senior Lecturer, Queen Margaret University

Awarded for her continuous support for QNIS over many years as a member of the Education and Practice Development Committee, in reviewing practice learning environments for us, and her leadership of a number of high quality practice development projects.



Associate Fellow

Rhona Hotchkiss

Governor at HMP Greenock

Associate fellowships are awarded to those who are not currently nurses and QNIS wanted to present this honour to someone who is committed to developing leadership across the public sector. The Nominations Committee recognise her extraordinary courage and determination in addressing inequalities through her visionary work within the prison service.



Honorary Fellows

Mrs Angela MacDonald

Retired Queen's Nurse and visitor

Recognised for her extraordinary commitment to the wellbeing of the retired Queen's Nurses of the Highlands. The award pays tribute to a lifetime caring for others, recognising the hours she continues to spend and the miles she covers and the many conversations she has which bring such joy to others.



Mrs Catherine Morrison

Retired Queen's Nurse and visitor

She retired from a long and full career as a Queen's District Nurse and went on to complete a PhD on the history of Queen's Nursing in the Outer Hebrides. The Nominations Committee wanted to recognise her work in enabling a wider audience to hear the stories of the Hebridean heroines by going on to turn her thesis into a book.



Taking Care of our Future

Glasgow conference focused on children and families

During the summer, QNIS jointly hosted a conference in Glasgow for hundreds of health visitors from across Scotland.

The event - Taking Care of Our Future - was held to mark the contribution health visitors make to the future of children and families across Scotland.

It took place during national Health Visitor week, with Cabinet Secretary for Health and Sport Shona Robison and Chief Nursing Officer, Professor Fiona McQueen, among the speakers.

A series of workshops covering topics such as the implementation of the universal pathway, infant nutrition and speech and language development, were held.

The conference was jointly hosted by QNIS, the Scottish Government, the Institute of Health Visiting (iHV), and NHS Education for Scotland (NES).

“Health visitors have a vital role in the health and wellbeing of children and families in our communities”

Other speakers included Professor Dame Sarah Cowley, Emeritus Professor of Community Practice Development at King's College London and Professor Sir Harry Burns – former Chief Medical Officer for Scotland.

Bob Fraser, Health Advisor at the Scottish Government's National GIRFEC team (Getting It Right for Every Child) also addressed the conference.

In October 2015, the Scottish Government published a new Universal Health Visiting Pathway which sets out the core home visiting programme to be offered to all families by health visitors.

The programme aims to provide 11 home visits to all families – eight within the first year of life and three child health reviews between 13 months and four to five years old.

Clare Cable, who chaired the event, said: “The places for this conference were filled within days of the event going live on our website. This shows the enthusiasm and dedication from health visitors in Scotland wanting to share best practice and look at the way forward.

“We were pleased to have been so involved with the planning and organisation of such a successful event and look forward to more opportunities to collaborate.”

Speaking at the time, Ms Robison said she was “really pleased” to attend the conference to “celebrate the unique service that health visitors provide every day”.



“Health visitors have a vital role in the health and wellbeing of children and families in our communities and they are at the core of delivering the enhanced universal pathway,” she added.

During the conference, QNIS staff took the opportunity to ask a selection of those attending to speak on camera about what they enjoy most about being a health visitor.

They also shared their views on the benefits and challenges of the Universal Pathway.

The video can be viewed on our website and resources from the conference, including videos of the speakers and materials from the workshops, are available to download at www.qnis.org.uk/events/hvconference2017



Reflecting Back and Looking Ahead

QNIS Conference 2017

This year our conference took place at the Grand Central Hotel in Glasgow and was entitled **Conversations that change lives**, and build communities.

Delegates heard from outstanding speakers and attended a range of fantastic workshops. Diverse topics were covered throughout the day, all centred round improving communities through conversations.

Dr David Reilly from the Healing Shift Enquiry; Pádraig o Tuama, the Leader of the Corrymeela Community; Helen Bevan, the Chief Transformation Officer from NHS England; and Thomas Monaghan, Improvement Advisor from Health Improvement Scotland were among those who presented. Among our hands on workshop choices was a performance of the Asylum Monologues, with first-hand experience of the asylum process.

There was a sustained use of social media throughout the day, with some feedback detailed below:

- An excellent day with excellent speakers who engaged the audience and discussions were very topical
- This was an excellent day, which exceeded my expectations. I hope to be able to attend next year's conference and will recommend it to others
- It was inspiring, thought provoking and full of passion. I felt very privileged to be part of the day and hope to have the chance to attend again in future
- QNIS deserve an immense amount of credit for being so forward thinking in their structuring of the conference. So many events and discussions seem to recognise the failings in the current system, but then seek to just tweak the status quo in the hope that this will suffice. The QNIS conference as a whole had a clear message about the fundamental need for large scale change. Could we have one of these every couple of months please?

Conference 2018

Who are the change makers?

How to make an impact in your community

Registrations for the QNIS 2018 conference opened at the turn of the year. It takes place in March at the John McIntyre Centre at Pollock Halls in Edinburgh. The focus is on looking at how to make a change in the community, with a great line-up of speakers already confirmed at the time of going to press.

They include Karyn McCluskey, chief executive of Community Justice Scotland and previously director of the Scottish Violence Reduction Unit; Zoe Ferguson, Associate at The Carnegie UK Trust; and Alison Bunce, Director of Care at Ardgowan Hospice.



Our keynote speech on Being a Change Maker will be provided by David Duke MBE, founder of Street Soccer Scotland

Plenary sessions and workshops will focus on making changes in the community – looking at the conversations we have and the teams we work in.

There will be an exhibition space which will host a number of stands and there will be time during the day for networking.

The 2018 conference will be the first one held since the Queen's Nurse title was reintroduced to Scotland and some of the first cohort of new Queen's Nurses will speak of their transformational journeys on the programme.

Tickets are available online, at www.qnis.org.uk . We look forward to seeing you there.

Long Service Awards

Nurses honoured for commitment to their community

Year after year nurses working in Scotland's communities keep going through changes and reorganisations, always putting patients first. Nurses are out in all weathers, supporting people at home, in clinics, schools and prisons, residential settings and in their own workplaces. And that is why the Queen's Nursing Institute gives awards to those who have served 21 years or more in the community.

The awards are for nurses who have worked in any nursing role, or roles, in the community including, but not limited to, to care home and community hospital nursing, community mental health nursing, midwifery, health visiting, school nursing, practice nursing, criminal justice nursing, occupational health nursing, district nursing, community children's nursing and learning disabilities.

If you or someone you know would like to apply they must be NMC registered, currently working (or retired for no longer than 5 years). Please complete and submit the forms on the QNIS website, www.qnis.org.uk/awards/community-nurse-award-for-long-service or contact our office on 0131 229 2333 for more information.

Why not take the opportunity to organise an event within your area to celebrate good practice and the contribution your nurses make to the communities across Scotland. Speak to us about how we might support your event.

Please join us to celebrate the contribution of our experienced community nurses!

Two nurses explain what it means to be awarded

Alison Carnegie

Community Nurse Manger and Proud District Nurse
31 years of District Nursing service
(Alison Carnegie with Clare Cable)

"I attended the QNIS conference this year and was reminded of the Long Service Awards that are available to staff working in the community. This made me think about myself and those that I have worked with over a long period of time within District Nursing; their dedication and commitment to their profession, and how wonderful it would be to have this acknowledged. This inspired me to apply for my award and encourage colleagues to do the same. We

"I have always firmly believed that District Nursing is at the heart of the NHS"

are all working under huge pressures these days and taking time to acknowledge our achievements is something that is often left out.

We arranged a celebration lunch for a group of District Nursing staff who were receiving the award and were delighted to have Clare Cable attend and present us with our awards. It was so nice to have some "time out" from our normal busy routines and spend time together looking back over the years - a true celebration.

From a personal point of view I have always firmly believed that District Nursing is at the heart of the NHS and that in our roles we are hugely privileged to work with people in their



homes, families and communities - stepping into people's lives even for a short period of time, witnessing humanity in its beauty, in good times and bad, without judgement. I wear my QNIS Long Service badge with pride every day. I have been asked about it by lots of nursing and non nursing colleagues and when I tell the story of the QNIS and the awards the response is always positive and raises a smile."



Jeanette Tiffoney

Practice Nurse
(back row, 4th from the right)

"From a very young age, I had always wanted to go into nursing. My Aunt was a nurse and I was inspired by her. I came from a small village and saw how everyone always asked her questions, and how confident and professional she looked in her uniform.

Over the past 38 years, I have had a few different roles within nursing. The QNIS Community Nursing Award for long service means so much because it makes me feel special, and that I have achieved something wonderful. I can pin my badge to my uniform with pride because I DID THIS!! So proud of myself and my award".

2017 Roll of honour

In 2017, we presented Long Service awards to 137 Community Nurses – from advanced nurse practitioners to MacMillan nurses. Their combined length of service came to a staggering total of 3,457 years, and a positively massive impact on the health and wellbeing of the people of Scotland.

Joyce Alford
Frederick Armstrong
Anne Arthur
Margaret Barkat
Beverley Birnie
Gillian Bonar
Janette Booth
Mari Brannigan
Sheena Bremner
Archina Brown
Elizabeth Burns
Rita Burns
Linda Burns
Susan Burr
Christine Cameron
Susan Carmichael
Alison Carnegie
Julie Churchill
Elaine Clark
Kirsteen Coady
Christine Coleman
Pamela Conner
Susan Couttie
Catriona Cowling
Heather Cox
Wendy Crawford
Sheila Cumming
Catherine (Kitty) Daisley
Douglas Dalziel
Elizabeth Daniels
Andre Davidson
Lorna Dhami



Margaret Docherty
Michelle Docherty
Christine Dolan
Debbie Donnachie
Elizabeth Duncanson
Anne Elliot
Christine Ferguson
Emma Finlay
Ann Marie Forde
Frances Forde
Lorraine Forster
Sheena Forsyth
Alan Foulds
Ann Fraser
Lesley Fraser
Anne Fullarton
Suzanne Geraghty
Karen Gibson
Fiona Gilmour
Linda Glass
Elizabeth Graham
Karen Gurney
Jennifer Gutry
Linda Hall
Christina Hamill
Janette Harvey
Fiona Hunter
Donalda Hunter
Alana Ingram
Elizabeth Johnston
Carolyn Jones

Ainslie Kincaid
Lesley Kinnear
Marie Kirk
Susan Kirkaldy
Donna Laird
Donna Lamont
Sandra Lamont
Diane Lindsay
Fiona Lornie
Linda Love
Tony Lynch
Joan MacArthur
Lorraine Mallon
Annabella Mason
Ivano Mazzoncin
Janine McAllister
Agnes McCallum
Celia McClay
Eve McClurg
Catherine McCrae
Maureen McDaid
Anne McDonald
Patricia (Tricia) McGougan
Ronald McGuire
Jeni McInnes
Paula McKenna
Jane McKenzie
Sheena McKie
Moira McLachlan
Caroline Mclean
John McMenamin

Caroline McRae
Tjarda Midwood
Clare Millar
Susan Moir
Ann Montgomery
Rita Moorhead
Joan Moran
Fiona Morrison
Carol Mulgrew
Jacqueline Neil
Heather Nesbitt
Catherine Paterson
Sharon Ann Pettigrew
Claire Quinn
James Reilly
Lucy Riley
Denise Rivers
Olive Robertson
Joanne Roelich
Patsy Scott
Joan Smith
Colin Stables
Marisa Stevenson
Susan Stewart
Charles Stewart
Lillian Stewart
Maura Stott
Pauline Swan
Allison Tait
Patricia Taylor
Georgina Tennant
Allison Thompson
Jeanette Tiffoney
Carole Tong
Marilyn Traynor
Jennie Weir
Alexandra White
Kirsty Williamson
Pamela Wilson
Caroline Wilson
Sally Wyllie
Alison Wynne
Moira Young

What is your Legacy?

Preserving our history for future generations

People get quite uncomfortable when the word legacy is mentioned. It implies death and loss and most think of a legacy as money you leave in your will. We all have causes that are important to us, causes that we want to support financially (both while we are alive and in our wills) and it is a very private matter, one that we appreciate is very sensitive.

However, legacy is not just about money we leave in our wills. Leaving a legacy is about making our mark on the world, on our communities and being remembered for what we did. Legacy can be about making sure that treasured items continue to be treasured by generations to come.

Queen's Nurses collectively and individually were loved and respected and made a real difference to the health and wellbeing of Scotland and it is important to cherish your stories and bring them to life. Part of the Queen's Nursing Institute Scotland's legacy will be storing and looking after the stories and artefacts for future generations.

Since our last newsletter, we have received wonderful treasures. We are storing them safely at 31 Castle Terrace as we work towards celebrating our 130 years in 2019.

Do you have treasured items that you would like to share with a wider audience? Are you worried that



CELEBRATION EVENTS

We are also considering other ways in which we can mark 130 years. Would you be interested in hosting a local coffee morning/afternoon in your area and inviting people to come along? Do you have links with a community group who have an interest in history and would love to learn about the role Queen's Nurses have played over the years? Please speak to Fi at Castle Terrace so we can coordinate events and make 2019 a year of celebration.

the next generation might not value your Queen's Nursing items that you have looked after and cherished? You might want to pass them to us yourself or bequeath items to us in your will. We would love to speak to you about how we could look after these items for future generations to benefit from them.

We have the most common badges, certificates, some exam papers and a Gladstone bag but it would be wonderful to have more that could form part of a travelling collection to tell the story of Queen's Nurses.

QNIS reaches 130 in 2019

Next year the Institute will be celebrating 130 years of community nursing in Scotland and we are currently planning how to share our history with a wider audience.

It is really important that we capture the stories of Queen's Nurses and we would love to hear from you. Did you ever stay at Colinton Cottage? What are your memories of Castle Terrace and Bath Street? What you did day in day out, just doing your job, is what people are really interested in learning more about and who better to tell the stories?

Do you have photos that you took that you would be happy to let us use? We would love to have photos of you in different forms of transport, in groups with other QNs, out in the community, at base collecting your bags or in the classroom.

We do already have lots of fantastic photos in the archive but we can never have too many. If you want us to scan and return the photos to you we can do that or we can archive



them for posterity. If you could tell us a little bit about the photo, where and when it was taken and who is in it and most importantly give us permission to reproduce it that would be wonderful.

Academic Prize Winners

University students in a class of their own

Last year, QNIS awarded a total of 13 academic prizes to nursing students at universities across Scotland who show promise in community nursing. As well as being presented with their award (a certificate and £50 for undergraduate winners

and £100 for postgraduates), they also receive a free place at the QNIS annual conference and an opportunity to write a blog post for the website.

Jodie Kennedy Blog

Below, we hear from Jodie Kennedy, who won the QNIS Undergraduate Academic Award for the University of Stirling.

I undertook my first community placement during semester eight of my nursing degree. I was extremely apprehensive going into this placement as Community Nursing was not an area that I thought that I would enjoy. However, the team that I joined was undoubtedly the most welcoming and supportive team I could have wished for. I was given the opportunity to take my own case load of patients. As a third-year student it was crucial that I showed enthusiasm, drive and motivation to promote health care within the community sector. I achieved this through my Quality Improvement practicum that I devised and implemented within my 10 weeks of being with the team.

Quality improvement is a major aspect of Nursing. As healthcare professionals, it is vital that we always strive to deliver evidence based care to promote effective safe practice through education and further learning. My QI practicum was to "Improve the daily completion of the Daily Pressure Ulcer Safety Cross". This was done through

continuous auditing and devising a new daily planner for the Nursing team to ensure that daily completion was being achieved, as failure to do so leads to discrepancies, and can have an everlasting impact on patient safety. I'm delighted to say that as a result of completing my QI project on the daily completion of the Safety Cross it went from 22% to 100% accuracy. On completion of this placement I also left another form of documentation that I had devised "Daily Pressure Ulcer Safety Cross – Nursing Intervention". This new form of documentation allowed

the team to obtain accurate evidence of the provisions of care that they were delivering to patients on their caseload with pressure area. I thoroughly enjoyed my Community Nursing placement, and on reflection, I was continually learning, and the opportunities within the sector to promote learning were always made available to healthcare professionals.

On receiving the news that I had won the QNIS Undergraduate Award for promoting excellence in Community Nursing, I felt extremely honoured and proud to receive such a prestigious award. I was overcome with emotion to be informed that my hard work within the Community sector had been recognised, which was something that I set out to achieve whilst undertaking my Quality Improvement project, which strived to promote excellence in care delivery within the Community sector. Winning this award has made me even more determined

to continue my Community Nursing Career in the future.

At present, I have just started my first post in an Acute Admissions Unit working with first line assessment and dealing with acute deterioration and patient management. Looking to the future I would like to continue to work with Quality Improvement which requires commitment and drive to change aspects of care delivery that would continue to benefit patient outcomes. I would also like to move away from an acute setting in the future to develop my Nursing career within the Community Sector. I enjoy the thought of one day becoming a Tissue Viability Nurse Specialist or a Colorectal Nurse Specialist. I feel that Community Nursing allows for continuity which is a huge part in bettering patient outcomes. I hope that throughout my Nursing career that I am able to satisfy patients' needs, as this is very rewarding and fulfilling as a Nurse.



Undergraduate Prize Winners

Hannah Rebecca Waters
Catriona Hastings
Jasmine Leighton
Hawa Ceesay

Charlotte Milliken
Sarah Edwards
Jodie Kennedy
Linzi Brown

Postgraduate Prize Winners

Liao Zih-yong
Lynn Weir
Maggie Watt
Craig Lewis
Alison Patterson

Celebration Wall

Roll of honour pays tribute to hard work and dedication

The Castle Terrace vestibule features a celebration wall which honours the life and work of the Queen's Nurses of Scotland. Since being installed during the office refurbishment two years ago, we have had 30 names added.

Any Queen's Nurse can have their name inscribed, for a donation, by contacting the office.

In August, we had a wonderful visit from retired Queen's Nurse Margaret Rowan (nee Lonie). Mrs Rowan's two daughters Shona and Elize had arranged for her to visit the Castle Terrace building where she trained in the 1950s to view the celebration wall after they had her name added to mark her recent 90th birthday.

They had managed to keep the visit a surprise from their mum, and QNIS staff were delighted to celebrate the moment with the family over tea and scones while looking through a folder containing photos, certificates and awards documenting Mrs Rowan's long and proud career in nursing.

Speaking after the visit, her daughters said: "It really was wonderful visit. Mum was genuinely thrilled by it all and she's delighted with her lovely new flowers!"



Help our nurses stay connected

Queen's Nurse visitors are mostly retired Queen's Nurses, who keep in touch on a regular basis and help retired Queen's Nurses to stay connected to the Institute and to each other. Some visitees opt for a regular phone call, while others enjoy someone coming to see them for a chat over a cup of tea. They can also support those who are in hardship by nominating people for QNIS grants. The visitors used to only connect with those over 80 but are happy to keep in touch with any retired Queen's Nurse who might want to stay in touch with QNIS or would appreciate a cheery call or visit from time to time.

If you are interested in becoming a visitor and offering support to fellow Queen's Nurses, please contact Fiona Fitheridge in the first instance on 0131 229 2333.



News from Retired Queen’s Nurses

When I met Winifred Logan, by Angela MacDonald

In November 2017, I had the great pleasure of having afternoon tea in Glasgow Grand Central Hotel with Winifred Logan. She graduated MA in Edinburgh in 1946 and has another MA from Colombia University, New York. She has honorary degrees from the universities of Surrey and Glasgow Caledonian.

She has an honorary fellowship from the University of Edinburgh and on retirement was head of the department of Health and Nursing at Glasgow Caledonian University. She helped establish the first degree course in nursing at Edinburgh University and taught, managed and promoted nursing education in many other counties.

In 1980, W. Logan co-authored the textbook well known to many of us, *The Elements of Nursing* by Roper, N. Logan, W. Tierney, A., where the emphasis was on the maintenance of 'wellness' and prevention of disease and trauma in the domains of physiological, psychological, socio-cultural, environmental and economic aspects of nursing. Because these are also the aims and objectives of the work of QNIS, W Logan is



“W Logan is delighted that nursing education in the community continues to be developed by QNIS.”

delighted that the professional health and nursing education in the community continues to be developed by QNIS and will hopefully be increasingly supported by Government policies.

W. Logan's first appointment was at the Mountain Sanatorium in Hamilton, Ontario in Canada among eskimos suffering from Tuberculosis. The treatment prior to antibiotics, was rest, fresh air and a nourishing diet during a year's rest in bed. She returned to the staff who developed the nursing degree programme at Edinburgh University and in 1962 she joined the staff on the Nursing Studies Unit and became course organiser for the

degree course in 1966. When World Health Organisation (WHO) funded similar nurse education in Kuala Lumpur for 6 months, W Logan was involved and visited other countries also at that time, including Baghdad, Finland, Germany and the Netherlands. In 1971 Professor Morrison and W. Logan did ground-breaking work through the University of Edinburgh for the Government of Abu-Dhabi during a year's leave of absence from Edinburgh. This involved hospital building and nurse education during building construction, laying pipelines, sewage systems, electricity cables, telephones, roads etc etc etc, due to the development of oil.

Following retirement, W. Logan became Mrs Win-Gordon and was exceedingly happily married for 21 years to Dr William (Bill) Gordon consultant, obstetrician/gynaecologist at Glasgow and Vale of Leven Hospitals. She inherited a delightful son and daughter and now enjoys five wonderful grandchildren. In her 'spare' time Win volunteers weekly in Carers-Link a much needed support group for carers. This has its own website for those interested.

It was a great privilege for me to meet this wonderful lady Mrs Win Gordon who summarises her remarkable life "I just happened to be in the right place at the right time".

Angela MacDonald is a retired Queen's Nurse, Honorary Fellow of QNIS and a QNIS visitor.

Queen’s Nurse diary for 2018/2019

We have included a diary of events for 2018 with the mailing to retired Queen’s Nurses. If you are planning an event for later in 2018 or for 2019, please let us know and we will share the details in the Summer Newsletter. Please see the enclosed diary for events that we know are happening in 2018.



Obituary Listing 2017

We remember the passing of beloved colleagues

Mrs Irene Adamson

9 June 1920 – 17 November 2017

Her close friend Renee Gibb has written this tribute

When I retired from the NHS some 30 years ago I joined the NHS Retirement Fellowship Charity. Early on, Irene was appointed Chairman of a new Benevolent Fund of this group. On forming her committee, I was nominated to be the Scottish Representative. During many years in this post I valued Irene's management skills, her positive approach with an ability to listen and assess a decision with consideration and compassion to a final decision, reflecting her many years of Queen's Nursing service. We remained friends after we both retired from the charity, meeting up when she attended the holidays at Crieff Hydro.

It was sad when her eyesight faded, yet, when chatting on the phone, she would update me on her visits to St Dunstan's and how welcoming the holidays had been and the many activities she had taken part of. My memory of Irene is of happy times and a valued friendship.

Miss Margaret Jane Brown

27 Oct 1921 - 01 July 2017

Margaret was born in Baintown, Leven, Fife. She was one of eight children. Margaret commenced her nurse training in 1939 at Edinburgh City Hospital, qualifying in General Nursing in 1947 at Dunfermline & West Fife Hospital. She then became a Certified Midwife in 1949, followed by a Queen's Nurse in 1955. Margaret spent her final years in residential care. She will be sadly missed by all of her family.

Mrs Norah Ann Campbell (nee Martin)

1 July 1930 – 31 May 2017

Born in Ose, Struan, Isle of Skye, second daughter to Leonard and Flora Martin (both Psychiatric Nurses). Younger sister of Mary and elder sister of Lena. Norah lost her father, tragically in 1947 after a routine stomach operation in Edinburgh Royal Infirmary leaving her mother a widow, with a daughter of 17 and nine years of age at home. Norah's older sister Mary had already left home and trained to be a teacher. Mary also tragically died at the young age of 27 in 1955 from Tuberculosis.

Norah trained to be a Registered General Nurse in Glasgow's Southern General, qualifying in 1957. She obtained her orthopedic certificate, and also trained to be a midwife at the Elsie Inglis Maternity Hospital in Edinburgh. She trained as a Queen's District Nurse, becoming a member of the Institute in May 1961. She took up a position in Airdrie where she met Kenneth Campbell (also from Skye) and they married in March 1963. They had three children, Fiona, Katherine and Mairi. They moved to Glasgow and Norah took up the post of Sister in the A&E Department in The Southern General Hospital. She was also working the night of the Ibrox disaster on 2nd January 1971 and helped tend to the many injured persons. She did numerous air ambulance flights to various parts of the country

and obtained her "wings". In October 1972, with Norah's mother now elderly, they decided to move back to Ose. Norah took up the position of District Nurse in Watmish and Edinbane. She was a well-respected member of the community, highly regarded by everyone. Very kind and caring and extremely well-suited to her role. Kenneth had a croft, Norah's midwifery skills came in handy and she delivered numerous lambs and calves. In 1987, Kenneth suffered a mini stroke and decided that it wasn't suitable to run the croft. They both decided that they would take early retirement and move to Culloden in Inverness in April 1988. Kenneth's health deteriorated in 2003 and he passed away in July 2005. Norah kept herself going, being a communicant member of The Free Church Continuing, attending regular prayer meetings, she was also a member of the Liberal Democrats and had an active interest in this. She is survived by her three children, grandson Jamie, great grandson Tom, and sister Lena. Norah passed away peacefully following a four-month illness with cancer.

Miss Frances May Dawson

11 October 1929 – 2 January 2018

Originally from Alderley Edge, Cheshire, Frances, trained as a nurse in Birmingham and then moved to Scotland, qualifying as a Queen's Nurse in Edinburgh in October 1967. Latterly Frances lived at the Meadows Nursing Home in Dornoch and her funeral service was held in Tain attended by her friends. "For God so loved the world that he gave his only begotten Son that whomsoever believeth in him should not perish but have everlasting life." John 3 v 16

Mrs Helen Ferguson (nee Miller)

23 February 1937 – 2nd January 2017

From Stanley in Perthshire, Helen did her general nursing at Bangour General Hospital in Broxburn. She went on to do her midwifery training at the Eastern General in Edinburgh and Stobhill in Glasgow before training as a Queen's Nurse in Glasgow and was appointed to the roll in June 1962.

Her supervisor wrote of her: "Nurse is interested in the total care of the patients and her visits are welcome. She is able to give advice tactfully and inspire confidence in the patients and their relatives."

Miss Agnes Gunn

20 April 1929 - 18 June 2016

Agnes trained at The Royal Infirmary, Glasgow, where she was awarded a silver medal. The midwife training was done in the Royal Maternity Hospital, Glasgow. In 1954, at the age of 25, Agnes went to Peru as a missionary, where she worked in The Free Church Hospital, Moyobamba. She travelled to outlying villages by mule, visiting the sick at home and acting as a midwife. Agnes was held in high esteem by the people, with

some baby girls given the name Ines after her. In 1964, Agnes returned to Skerry to look after her mother and was a capable and conscientious Queen's Nurse.

Mrs Agnes Johnston (nee McNeil)

15 February 1930 – 21 January 2017

Agnes originally trained as a nurse at the Western General Hospital in Edinburgh and moved to Glasgow to train at Bath Street, becoming a Queen's Nurse in 1965. She did her midwifery qualifications at Stobhill. Agnes lived in Glasgow until she died in January 2017.

Mrs Johann Knight (nee MacAskill)

March 1924 – 5 June 2017

From Portree, Johann started her training at Dumfries and Galloway Royal Infirmary from 1944-48 before moving to Glasgow. She did her midwifery training at Stobhill Hospital in 1949 before going on to train at Bath Street. She became a Queen's Nurse in April 1950, working in Dunlop in Ayrshire. She married in 1956. Johann lived latterly in Newton Mearns.

Miss Donalda Macdonald

06 April 1937- 08 February 2017

Donalda (or Doci to the family) was born in 1937, into a family of five, to the Rev AA and Mrs Mary Macdonald in Strontian, Argyll. In 1939 the family moved to Skye when her father retired to Drumbuie near Kyle and Donalda left school at 17. She started her nursing training at Stobhill in Glasgow, completing her children's, general, midwifery and Queen's training.



She moved to her first position as District Nurse in Cromarty in 1961 and in her 10 years there made many lifelong friends. Donalda then went on to study for her Health Visitor's qualification, so left for Dundee. A year later she accepted a position in Contin and Strathpeffer as District Nursing Sister. She soon felt very much at home and again through work and her love of local history and folklore she made many true friends. On retiring from nursing, she stayed in Contin - "her own wee corner" was where she was happiest.

She loved to travel around Scotland, to many a National Mod venue - especially Oban and Argyll - returning to her roots there and also on Skye. She loved going to the Black Isle Show and visiting the many beautiful places in Ross-shire. Although retired, Donalda felt she could still help others in need and travelled to Inverness to join the teams of Cruse and Samaritans. She attended the Dingwall church and was always happy to give lifts to their monthly luncheon. She loved animals and from her first dog Finlay to her cat Jess, she showered them with love and care.

In the New Year her mobility became a concern and along with a heavy cold she found going out more of a trial. Her very dear friends were supporting her at home until it became clear Donalda was seriously ill. Admitted to Raigmore at the end of January she bravely fought on until she peacefully passed away.

Her quiet gentle faith was shown in her willingness to help others and her witness was a heart of compassion.

Miss Dorothy Mackay

4 November 1925 - 18 November 2017

Dorothy trained initially at Inverness Royal Infirmary and moved to Glasgow for her midwifery and Queen's Nursing training, qualifying in April 1950. She later spent three years as district nurse at Kinlochbervie and Scourie and seven at Tongue, before moving to the former Bignold Hospital, Wick, for five years as night nursing sister. But her heart was in community nursing, and she moved back to her home county as nurse for Melvich district.

On her retiral in 1999 after 49 years of service she said: "I'm not really looking forward to retiring, because it kept me in the midst of things in the community. I've had a busy time and I was never idle, but loved my job and loved public service. But I'll continue to visit my many old friends, and I suspect my nursing days aren't entirely over yet." Despite her busy life, Miss Mackay also found time to rear cattle and sheep on the family croft where she lived, and was as proficient at lambing as she was at midwifery.

Mrs Jessie Mackinnon (nee MacKenzie)

12 May 1929 – 19 June 2016

From Bonar Bridge, Jessie did her initial nurse training at Raigmore Hospital before moving to Glasgow to train as a Queen's Nurse in June 1960. She also trained as a midwife at Stobhill Maternity Hospital in Glasgow. She was a Queen's Nurse for the Fearn District leaving when she married Ken in the early 1970s. She is very much missed by her daughter Jane and her partner Antony. She died peacefully in Raigmore Hospital.

Mrs Ishbel Kennedy MacRae (nee MacLeod)

15 August 1928- 01 May 2017

Alan MacRae, Ishbel's son pays tribute saying: "I was deeply moved by the love for me and my mum, who certainly made her mark over the years she was in Helmsdale.



"Mum was originally from Dornoch and came to Helmsdale in 1953 as district nurse after completing her Queen's Nurse training in April that year. She had to resign on marriage in 1960 and was a housewife until the 1970s when she worked as doctor's receptionist in Helmsdale and also as midwife at the General Pope Hospital until its closure in 1978. From 1978 to 1982 she worked at Seaforth House, Golspie, as the deputy matron. She then returned to district nursing in Helmsdale until her retirement in 1990.

"She had started nursing training 70 years ago as an 18 year old in Glasgow. She obtained her nursing qualification after three years' training. She said that she loved every minute of those three years.

"I am very proud of her. She was very unassuming and her goal in her career was to serve the public at any time of the day or night."

Mrs Nora MacKenzie (nee MacDonald)

21 August 1921 – 31 July 2017

Nora started her training in Bathgate, West Lothian, in 1947. She then went to Inverness to work, completing her health visitor course in Aberdeen in 1954. She was working in Berwickshire from 1954-1957. Nora then worked in Strathnairn in Invernesshire for a short time before moving to Gairloch in 1957. She married in 1959, but was widowed in 1971, and returned to work until 1984 around the Gairloch districts where she was greatly respected. Nora died peacefully in Strathburn Home in Gairloch. She is greatly missed by her son Ronald and family and all who knew her.

Mrs Anne McKerracher (nee McHardy)

25 December 1929 – 9 May 2017

Anne trained at the Western General in Glasgow, becoming a nurse in 1950. She did her Queen's Nurse training in Glasgow being admitted to the roll in 1954 and went on to train as a health visitor and midwife in 1957. Anne loved to write and won a prize for an essay published by the BMA in 1961. Anne moved back to her home in the Highlands living in Dornoch and Alness. QNIS is grateful to her family for donating Anne's collection of exam papers and certificates for the archive.



Mrs Alexandrina (Lexi) McLachlan

14 April 1920- 09 July 2015

Lexi was one of five children, born and raised in her home town of Fochabers. She had fond memories of growing up there with her siblings, George, Sam, Betty and Janet (who died at age seven). Lexi spent three years training as a nurse in Aberdeen Royal Infirmary. Once qualified she moved to Glasgow to continue her nursing career. In June 1945 she became a registered Fever Nurse and a certified Midwife for Scotland in November 1946. Lexi loved her adopted city of Glasgow and was delighted to become a Queen's Nurse in April 1950. Married to John McLachlan in 1955, Lexi and John lived happily until he passed away in 1976. Lexi was a dedicated District Nurse and often recognised the people she cared for together with the babies she had delivered. Lexi was a forthright and compassionate person with a lively sense of humour. Lexi was a much loved Aunt to all her family, friends and neighbours and is greatly missed by us all.



Miss Isobel McNeil

3 April 1937- 17 May 2017

Isobel was born in Dunfermline into a family of three brothers and one sister. She attended Queen Anne High School in the town, before commencing her nurse training in Edinburgh. Isobel undertook her Queen's Nurse training at Castle Terrace before being employed as a Queen's Nurse based at Fernhill Drive in the city. Latterly because of deteriorating ill health she worked in the Fernhill Practice, until she took early retirement in September 1985. Isobel achieved her long service award and enjoyed her holidays at Crieff Hydro. Isobel lived with her niece Sally, before going into Archview Lodge Nursing Home, where she died peacefully in her sleep.



Mrs Hannah MacPhail (nee Grant)

31 January 1934 - 11 March 2017

Hannah started her nursing career in Inverness training at the Royal Northern Infirmary from January 1952 to April 1955. She completed her midwifery training at Lennox Castle in July 1956 and went on to become a Queen's Nurse in March 1957. She moved back to the Highlands and was district nurse in Fortrose. She married William D. MacPhail, rector of Fortrose Academy in 1969. Hannah passed away peacefully on 11 March 2017.



Jesus said to her, "I am the resurrection and the life. The one who believes in me will live, even though they die; and whoever lives by believing in me will never die." John 11 v 25-26

Miss Catherine Morans

20 October 1932 – 29 June 2017

Originally from Onich, Catherine trained at the Central School of Nursing in Inverness. She did her midwifery training at the maternity hospital in Motherwell in 1963.

In written correspondence from a few years ago she reminisced about how "very, very happy" she had been in her nursing career. She trained at Castle Terrace in July 1966 then worked as District Nurse in Forres before doing her health visitor training in 1968. She also trained District Nurses at Castle Terrace, she retired from the College of Nursing in November 1992,

Catherine lived latterly in Tarbert and was delighted to receive her long service award in 2000. Known affectionately as Katie, she was a professional with a pastoral heart right up to the end of her life and her legacy is in the fact she is missed.

Mrs Catherine Ross

13 October 1933 – 9 January 2017

Catherine was born in Ness on the Isle of Lewis and carried out most of her nurse training in Glasgow. When she completed her Queen's training she went to Tullibody, near Stirling, for a year. She then went off to Africa to work in a mission hospital and while there met her future husband Donald Ross. She returned home and carried out district nursing around the Black Isle areas until she married. For several years a variety of duties which included nursing were engaged in while her husband was preparing for the ministry. Thereafter she and her husband spent over seven years as missionaries in Bulawayo, Zimbabwe, (then Rhodesia) Africa, until the conclusion of the then so called war of liberation.

In 1980 Catherine returned with her husband to Laide, Ross-shire, where she led an extremely busy life in the Manse and Church work, and was involved in extensive mission activities in connection with Eastern Europe. She is survived by her husband Donald and sons Alastair and Norman. She is sadly missed by all who knew her.

Christina (Chrissie) Smith

24 November 1933 – 7 February 2017

After leaving her island home, Chrissie moved to Glasgow to train as a nurse, completing her Queen's Nurse training at Bath Street in 1965 then working as a district nurse in Glasgow West

until 1976. She became the first Surgical Liaison Nurse in Glasgow for the Western Infirmary and carried out her duties there until 1993 when she retired.

In retirement, Chrissie continued to look after the elderly in her community, visiting and never going empty handed and often taking her wonderful home baking. She volunteered and was very involved in her church.

She enjoyed the Crieff holidays and was a regular at the Glasgow coffee mornings. A fantastic mother and grandmother, Chrissie was loved by all who knew her and she is very much missed by her district nursing friends.

Margaret Ann M Stewart

27 June 1923 - 3 January 2018

Margaret trained for three years in the Royal Northern Infirmary, Inverness, qualifying as Registered General Nurse in March 1945. She went on to work at Ballochmyle Hospital in Mauchline, Ayrshire, before starting her Part I midwifery training at Perth Royal Infirmary. In September 1949, she moved to Edinburgh to do her District Nurse training with Queen's Nursing, completing this in March 1950.

She would have done her Part II Midwifery training shortly after that. She returned to Perthshire to work and was living at Blair Atholl for a while before returning to Edinburgh in 1955 to 1956 to do her Health Visitor training with Queen's at Castle Terrace. She started work in Perth & Kinross in 1956 as a Health Visitor undertaking triple duties – health visiting, district nursing and midwifery. She then moved on to Plean in Stirlingshire for a number of years before coming back to Perth & Kinross where she was promoted to Assistant District Nursing Officer supporting Miss Elspeth Brown, the District Nursing Officer at the time and another stalwart of the nursing profession. Margaret took on the role of District Nursing Officer around 1972 when Miss Brown retired, taking charge of all the district nurses, midwives and health visitors in the rural areas of the counties. Margaret was a Community Nurse for 28 years and proudly received the Long Service Award in 1972.

She loved working with the elderly and so she decided to move on in the 1970s to work in a care home in Logierait, for a short time. Then she moved away up to Bignold Hospital just out the north side of Wick to take up another District Nursing Officer role covering both the hospital and the rural nurses. Finally, she moved down to Bridge of Earn in the late 1980s where she lived until she sadly became too ill to be on her own. That was in October 2013 and was cared for since then in hospitals and nursing homes until her death.

Mrs Florence Sutherland (nee MacLean)

21 May 1939 – Dec 2016

From Inverness, Florence was the second of four girls and two boys. After training at Raigmore, she trained as a midwife in Bellshill in Glasgow in 1961. She completed her Queen's Nurse training at Bath Street, qualifying in April 1963. Florence moved back to the Inverness area after training and latterly was appointed the first Macmillan Nurse at Raigmore Hospital. She passed away at the hospice in Inverness cared for by the Macmillan Nurses and her family are very grateful for all their support and care.

Mrs Mina Sutherland (nee Mackay)

27 December 1932 – 13 March 2017

Mina went to school in Golspie and worked at the Glasgow Eye Infirmary before starting her nursing training at the Western Infirmary in Glasgow. She did her midwifery training in Glasgow and then moved to Edinburgh to train as a Queen's Nurse, joining the roll in August 1958. After training she went to work in Greenock before returning to the Highlands.

Mina received her long service award on her retirement in 1992. She enjoyed her spring holidays at the Crieff Hydro travelling from her home in Wick.

Mrs Mary Thornton (nee Fallon)

12 May 1940 - 16 December 2017

Mary commenced her nursing career at Leith General Hospital in 1959 and after qualifying, staffed there for several years. She then commenced her Queen's Nurse Training at Castle Terrace in 1964/1965 and after working for several years as a geographical nurse became the first group attached nurse at Bruntsfield Health Centre in the city.

A few years later, Mary married Tom, and went on to have Patricia, Tommy and Peter. Following the arrival of the children, Mary returned to nursing on the evening/night service, where she worked for many years. Latterly, before her retirement she was employed on the community nurse bank.

Mary was awarded her long service badge in 2005 after 30 years of service.

Always aware of her nursing roots, Mary became the organiser of the Retired Leith Nurses Group and arranged many meetings over coffee and a chat. Up until 18 months ago Mary, with her good friend Ishbel, looked forward to their annual holiday at Crieff following the Annual Gathering.

All those who knew Mary described her as compassionate and kind, and these attributes she displayed when caring for her patients.

She will be sadly missed by her family and friends.

Miss Isolde Esther Weller (Issy)

24 April 1927 - 6 May 2017

Issy passed away peacefully in Broxburn Nursing Home after a long and happy life. A midwife who brought so many into this world, Issy answered the call for German Girls to train as nurses after the war. She trained in London before settling in Edinburgh where she worked for the rest of her career as a midwife and Queen's Nurse. She was an avid Beekeeper in the Borders. Lover of long walks with her beloved dogs, Cherie and Kim, in the Pentland hills, which she could view from her lounge window. Her steadfast personality and earthy humour will be missed by all who knew her.



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