
Bringing QNIS into the 21st Century

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The Queen's Nursing Institute Scotland

The Queen's Nursing Institute Scotland (QNIS) is a Scottish Charitable Organisation that aims to promote excellence in primary care and community nursing in Scotland. The major focus is:

- The welfare of the retired Queen's Nurses
- The professional development of nurses working in primary care and community nursing
- The promotion of innovation and research within primary care and community nursing

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Julia Quickfall
February 2014

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Bringing QNIS into the 21st Century

Foreword

Over the last 125 years QNIS has raised the profile and promoted leadership within community nursing. This leadership has ranged from the early years of providing district nurse training and supervision of employed community nurses to the modern day of enabling professional and practice development as well as supporting the welfare of retired Queen's Nurses.

The QNIS training function ceased in 1970 and QNIS became more focused on its charitable role. However, as QNIS moved into the 21st century the role of charities was under much greater scrutiny. QNIS faced three major challenges to modernise the Institute. There was a need to change the constitution to ensure the organisation was fit for purpose and met the requirements of the Office of the Scottish Charity Regulator (OSCR). Secondly, the Institute required improved governance structures to provide greater transparency and ensure a strategic approach to the acquisition and use of its assets. The third major challenge was to review QNIS activity to ensure that it addressed new national policy, the professional and practice development issues for community nurses in Scotland and would meet 21st century health issues.

This report documents the changes within QNIS over the last 10 years, as a brief historical record. It notes the structural changes required to fulfil its charitable objectives. Moreover it provides a stock take of QNIS activity between 2003 and 2013, which may be useful for new individuals joining the organisation, as part of their induction, as well as inform future strategic development.

Introduction

The Queen's Nursing Institute Scotland (QNIS) is currently a Scottish Charitable Incorporated Organisation, (SCIO number SC005751) that aims to promote excellence in community nursing in Scotland. QNIS is an independent organisation that has been honoured with Royal Patronage since it was established almost 125 years ago in 1889, when Princess Louise, Marchioness of Lorne, daughter of Queen Victoria became the Scottish President. Queen Elizabeth, The Queen Mother was the patron of QNIS; her death in 2002 was a major loss and QNIS contributed to a memorial garden in the Royal Botanical Gardens Edinburgh in 2006. Her Majesty Queen Elizabeth II agreed to become QNIS Patron in February 2003 and currently remains our patron.

QNIS was registered as a charity in 1915, but operated mainly as a training Institute for Queen's Nurses and Health Visitors until 1970. It owned a large amount of property on Castle Terrace, which was used as administrative offices, classrooms and a large Nurses Home. Towards the end of the twentieth century, QNIS moved away from a training role to focus on its charitable work. The larger part of the Castle Terrace property was sold and the proceeds were invested to provide an income for the charity; only a small office was retained for administrative purposes.

Various fund managers have managed the QNIS investment portfolio over the years. The QNIS office property is held separately from the other assets within a registered company, known as The Scottish Queen's Institute Nominees Ltd. Generally the charity worked within a limited budget, whilst seeking partnership working with other organisations. QNIS is extremely grateful for the annual contribution from Scotland's Gardens, which is used to fund the welfare of the retired Queen's Nurses, the education and professional development of community nurses and innovative community based projects.

Meeting OSCR Requirements

QNIIS faced several challenges in meeting the new OSCR requirements for charities in the 21st century. The QNIIS constitution had been amended several times since its Royal Charter of 1899. By the end of the 20th century, QNIIS held a wide charitable remit for supporting community nursing and in particular:-

- a. For the training, support, welfare and maintenance of persons acting as nurses for the sick and as midwives and health visitors, and the undertaking of preventative and supervisory work for securing health.
- b. To co-operate with other agencies, bodies and persons in carrying out any of the above objects with power to make grants of money or to otherwise assist such agencies, bodies and persons in furtherance of such objects.

Following the implementation of the Charities and Trustee Investment (Scotland) Act 2005, OSCR was established in 2005. QNIIS required registration on the new OSCR register to continue its charitable work. Sir David Carter, the then Chair of QNIIS, revisited the constitution to ensure QNIIS was compliant with the OSCR charity criteria. A revised QNIIS constitution was adopted in 2008 to reflect OSCR expectations of charitable activity and to make the organisation fit for purpose. The new constitution focused on three major areas of activity, namely:

- The relief of former Queens Nurses who are in need by reason of age, ill health, disability, financial hardship or other disadvantage
- The advancement of education, training and professional development of persons acting as community nurses for the sick and as community midwives and health visitors, and
- The improvement of health through research, preventative and supervisory work undertaken in the community.

QNIIS was granted OSCR registration in 2008. A Trustees Report is submitted to OSCR annually following the AGM.

QNIIS Becomes a SCIO in 2012

Subsequent to QNIIS registration with OSCR in 2008, the decision to become a Scottish Charitable Incorporated Organisation (SCIO) was taken in 2011. This change of charitable status was seen to be desirable as a SCIO provides greater financial protection for Trustees should the charity become insolvent. The change to become a SCIO produced a large volume of work for the office staff. A new constitution was required, which enabled the old organisation to be closed and a new organisation with the same name immediately opened as a SCIO. Assets from the old organisation were required to be transferred from old QNIIS to SCIO QNIIS. OSCR granted QNIIS SCIO status in 2012. The major difficulty with this SCIO transfer has been the acquiring of a new business bank account providing workable, favourable terms and conditions. The banking issues have yet to be fully resolved.

New QNIIS Governance structures

The 2008 constitution enabled improved governance structures to be introduced.

Revised QNIIS Council

In applying the new QNIIS constitution, the General Purposes and Finance Committee was replaced by a slimmed down QNIIS Council, comprising of up to 12 members to act as QNIIS Trustees. QNIIS Council now meets quarterly to provide financial governance and strategic direction. A list of past and current members is to be found in Table 1 in the appendix. Currently the QNIIS Chair is Miss

Anne Jarvie, CBE, and the Vice Chair is Dr Mike Winter. The Honorary Secretary is Mrs Jane Walker, who has a specific responsibility for the Welfare Committee. The Honorary Treasurer is Mr John Lawrie, who oversees the financial governance of the organisation.

QNIS Council Trustees have a generic role to ensure that the Charity meets the aims and objectives defined in the QNIS Constitution. New Trustees are appointed with a view to their expertise in aiding the work of QNIS; some members may provide more specific expertise, depending on their experience, in relation to strategic development, nursing research, nursing education, nursing policy and practice. The tasks associated with this role include:

- Being an ambassador for QNIS
- Ensuring QNIS compliance with Scottish charity law
- Ensuring effective governance of the Charity
- Taking collective responsibility for Council decisions
- Sharing a sense of purpose in the delivery of the aims and objectives of the QNIS Constitution
- Providing a specific expertise in relation to Community Nursing in Scotland.

Following the review of the constitution, changes were also made to titles of the QNIS committees. Although the Welfare Committee remained the same (it was difficult to come up with a better title), Joint Nursing Committee became the Advisory Committee, the Education Committee became Education and Practice Development Committee and the Projects Committee evolved into the Practice Innovation and Research Committee (PIRC). QNIS awards Honorary Fellowships each year to recognise those committee colleagues who have made a special contribution to the Institute. A list of Honorary Fellows can be found in Table 2 the Appendix.

The QNIS Advisory Committee (AC)

The Advisory Committee (Formerly the Joint Nursing Committee) comprises the current chairs of EDPC, PIRC and Welfare Committees and a QNIS Fellow representative. Professor Julie Taylor chairs the committee (see Table 3), which aims to provide strategic direction to enable QNIS to fulfil its charitable work in accordance with the QNIS Constitution and resources available.

AC Objectives:

- To review the reach and impact activity of QNIS during the previous year
- To develop QNIS strategy in relation to available funding for the next 2-3 years
- To identify current priorities for community nursing in Scotland in relation to the policy and practice context
- To authorise activity for coming year

QNIS Education and Professional Development Committee (EDPC)

The Education and Professional Development Committee aims to provide support for the education and continuous professional development of community nurses in Scotland. Jane Cantrell (NHS Education) chairs the committee and Jane Harris is the Vice Chair. The EPDC Membership is drawn from community nursing colleagues in Higher Education, RCN and practice (see Table 4).

EPDC Objectives:

- To manage the QNIS Education and Professional Development Award budget.
- To oversee the management and development of the QNIS Fellowship Award programme.
- To provide community nurses in Scotland with opportunities for professional debate and discussion through an annual conference and other workshop or seminar events.

QNIS Practice, Innovation and Research Committee (PIRC)

The Practice, Innovation and Research Committee (PIRC) aims to promote the development of community nursing services through the funding of innovative community based projects. QNIS is extremely grateful for the financial support provided by Scotland's Garden Scheme to take forward this work. Professor Debbie Tolson (University West of Scotland and Alzheimer UK) chairs PIRC and the Vice Chair is Linda Smith (NHS Grampian). The PIRC Membership is drawn from colleagues with a policy, practice or academic remit. The full membership can be found in Table 5 in the appendix.

PIRC Objectives:

- To manage the Practice, Innovation and Research budget
- To review the guidelines, consider current applications and award the funding of community based projects and research, Partnership in Practice Scotland (PiPS) and Partnership in Research Scotland (PiRS) Awards.
- To oversee the progress of QNIS funded projects and research.
- To facilitate the dissemination of knowledge gained from QNIS funded projects.
- To provide a report for the Scotland's Gardens Scheme
- To consider and provide opportunities for building community nursing research capacity in Scotland.
- To provide opportunities for project leads to disseminate their findings through presenting at QNIS annual conference and other events.

The QNIS Welfare Committee

The Welfare Committee, consisting of QNIS Chairman of Council, Hon. Secretary Jane Walker, Nurse Director, Welfare Officer and Voluntary Visitors. The full membership can be found in Table 6 the appendix. The Welfare Committee meets twice each year, usually before the Annual Gathering in June and in October. Lady Morton established a voluntary system of Visitors during the late 20th century. The aim of the Visiting Service is to provide contact, a source of support and advice to the retired Queen's Nurses, who now number about 450 nurses. Twenty Voluntary Visitors throughout Scotland provide an annual visit, usually completed between April and October, to retired Queen's Nurses aged over 80 years old in their area.

All QNIS visitors are members of the Welfare Committee. At Welfare Committee meetings mutual problems are discussed together with the Visitors' requests for telephone grants, gardening grants, and special needs grants. Christmas gifts for QNs over 80s with 21 years of service in the community are currently £60. The visitors' expenses are refunded and all Visitors are eligible for a free holiday at Crieff Hydro each year.

The QNIS Nominations Committee

The Nominations Committee meets once a year or when Committee vacancies occur. It is chaired by Prof Julie Taylor and comprises the QNIS Chair, two other members of QNIS Council and the Nurse Director.

The Nominations Committee was established in 2007 to make recommendations to QNIS Council on membership of Council and the Chairs of its various committees. The Chairs of each QNIS committee are appointed for 3 years; their position is renewable up to a maximum of 9 years; they may or may not choose not to be Council Trustees. The Chair of each committee in collaboration with the Nurse Director agrees membership of the other QNIS committees.

In making recommendations to Council to fill committee vacancies, the Nominations Committee takes account of the conditions set out in the QNIS Charter and the QNIS mission; the need to achieve a balance of members from constituencies relevant to QNIS Charter and mission; the geographical spread in order to be as inclusive as possible and the workload on individual members.

Strategic Review 2011

Miss Anne Jarvie replaced Sir David Carter as chair of QNIS Council at the AGM in November 2010. The change of QNIS chair provided an opportunity to review QNIS strategy and activity



Left: Miss Anne Jarvie and Sir David Carter

A strategy day to review QNIS activity took place in January 2011. It enabled an articulation of QNIS core values and to consider how well QNIS was achieving its charitable objectives. The following QNIS core values were agreed at the strategy day.

| Core Value | Relevance to QNIS Activity |
|---|--|
| Professionalism | Committed and responsive to community nursing professional issues at national level |
| Independent Status | Influencing national policy and practice to improve health in Scotland |
| Integrity | Communicating and working with individuals and partner organizations with trust, openness, honesty and fairness |
| Promoting Service Development | Promotion of innovation and empowerment of community nurses to develop quality nursing services in Scotland. |
| Caring Organization | Valuing QNIS staff and supporting others to achieve their potential. Providing welfare support for retired Queens Nurses and financial support for professional development through education, projects and research awards. |
| Sharing of Knowledge and Expertise | Proactively sharing new knowledge and expertise. |

QNIS Core Values 2011

The outcome of the strategy meeting was to commission a review of QNIS activity (Bradbury Jones, 2011). Dr Bradbury Jones recommended in her report the continuation of the welfare work with retired Queen's Nurses, the scaling down of Education grants and bursaries, but an increased emphasis on the Fellowship Award programme. The report also noted the difficulties of providing equitable funding for projects across Scotland. She recommended improving communication systems to ensure all NHS Trusts were aware of QNIS activity, and the collection of demography data on a routine basis.

The Advisory Committee accepted these recommendations and also implemented recommended a major structural change, whereby the Honorary Secretary reported on Welfare activity to the Advisory Committee and not directly to Council as previously.

QNIS Office Staffing

Following the constitution change, an internal QNIS office review was carried out in 2010 to consider office procedures, staff roles and terms and conditions of employment. Sir David Carter (Chairman), John Lawrie (Hon Treasurer), Merrill Whalen (then Hon Secretary) and John Griffiths acted as a subgroup to undertake the review. The subgroup made recommendations for the implementation of a QNIS pension scheme and improved internal processes of dealing with invoices.

QNIS currently has five office staff. Julia Quickfall was the QNIS Nurse Director and Chief Executive from September 2003 to February 2014. The Nurse Director role involves the development of a portfolio of charitable activity supporting community nursing in Scotland, in line with the QNIS constitution. In her Chief Executive role, the Nurse Director provided strategic leadership in the development of the organisation. Mrs Fiona Watson, QNIS Treasurer provides financial and management accounting support to the organization and reports directly to the Nurse Director. She has been in post since 2001 in a part-time capacity. Mrs Angie Henney was appointed in 2008 to a new role of part-time Projects Co-ordinator. She facilitates the development project proposals and supports Project Leads from project inception to the delivery of the final report. Mrs Lee Anne Mitchell is the part-time Executive Secretary; she joined the organisation in 2010. She supports the Nurse Director and carries out administrative duties arising from the work of EPDC, PIRC and Advisory Committee. Ms Dawn Cruse joined QNIS in 2012 as the part-time Administration and Welfare Officer. Her role is to manage the QNIS office and the procurement of supplies; ensure the functioning of QNIS Council and support the Welfare Committee of Voluntary Visitors.

QNIS Activity

Over the last 10 years, QNIS activity has centred on the promotion of excellence in community nursing at national, health board and local level. This activity has involved two major strands of work; professional development and practice innovation and research.

QNIS Information System

QNIS communicates and works with a network of colleagues throughout Scotland. A new information system has gone live in January 2014 to provide a working database of contacts for the communication of QNIS activity through different mediums. The database also enables a historical record of activity to be compiled.

The QNIS website, www.qnis.org.uk, provides information about the organisation, funding opportunities, project reports and advance notice of events. An email newsletter is distributed every two months, or as appropriate to marketing events and conferences. A printed Christmas newsletter

is sent out to the retired Queen's Nurses and QNIS Committee colleagues to keep them up to date with current activity. More recently QNIS has established a twitter page; new events are tweeted to our followers whenever possible.

Influencing national policy for community nursing in Scotland

Community nursing almost became a Cinderella service during the late 20th century, perhaps due to its invisibility (The Queen's Nursing Institute and English National Board, 2002). Although there had been the promise of increased NHS Scotland investment in community health and nursing services, there was little change. The CPHVA cited a lack of effective leadership, exclusion as equal partners in healthcare planning, low professional self-esteem and the need for a career pathway in its briefing paper to drive forward quality improvement of district nursing services (CPHVA, 2003).

The importance of community health and nursing services to supporting and maintaining people in their own homes was not fully recognised until the end of the 20th century. Since the millennium the call to shift the balance of care to the community has grown stronger (NHS Scotland, 2005). The Kerr Report in 2005 identified the need for modernisation to ensure sustainable, integrated, safe local services that are proactive rather than reactive, embrace new technology, encourage the development of new skills and keep people at the centre of care delivery. This ideology has underpinned Scottish policy for community nursing over the last decade.

In 2006, the Scottish Executive carried out a Review of Nursing in the Community (RONiC) (The Scottish Government, 2006). The generalist role of Community Health Nurse (CHN) was heralded as the way forward, to provide patients and families with a single point of contact and to avoid duplication of work. The new CHN role, a combination of district nursing, health visiting, school nursing and family health nursing, was initially piloted in four Health Boards across Scotland.

Julia Quickfall attended RONiC Programme Board meetings between 2007 and 2009. There was a lack of evidence supporting the introduction of a new generalist CHN role; QNIS commissioned a series of Focus Groups during 2007 and 2008 to document the views of educationalists, senior managers and community nursing practitioners to the RONiC proposals (Queen's Nursing Institute Scotland, 2007). The key themes emerging throughout the focussed group discussions were the participants' lack of engagement with the CHN ideology; they were not convinced of the need for the CHN generalist role and expressed concerns regarding the difficulties of maintaining competence across a wide range of skills.

The RONiC programme concluded in late 2009. A Scottish Government MNiC Programme Board was established to support the NHS Boards to take forward locally the Modernisation of Nursing in the Community (MNiC) and facilitate the shifting of resources from acute care to community settings. Three works streams of children and young people; people at work; and older people living at home were established to bring together national policy and evidenced based practice. The MNiC website brings this information together and is now hosted by NHS Education for Scotland.

Community nursing remains as important as ever to delivering quality patient care, but requires modernisation to develop and maintain a full range of skills to enable people to live in their own home. Integrated community nursing and social care services are also essential to quality patient care. QNIS has been involved in supporting the implementation of the MNiC agenda in several ways. QNIS was sponsored by the Scottish Government to provide two series of workshops to aid the modernisation of community nursing. In 2011 a workshop entitled '*Making the most of your community nursing teams*' was provided in Aberdeen, Glasgow, Stirling and Edinburgh. These

workshops built upon the Releasing Time to Care initiative and aimed to prompt nurses to consider how they could make their community nursing teams more efficient and effective.

QNIS provided a second series of workshops in 2012, 'Using Technology to promote person centred care'. These workshops provided powerful examples of how technology could improve the quality of life for people with long term conditions or children in hospital away from family. Most notably, Margaret Brown, Community Nurse Consultant in NHS Ayrshire and Arran and her team provided a presentation on the use community wards to enable people with long term conditions remain at home. These workshops were best received in Aberdeen, where tele-health and tele-care have become more commonplace in the delivery of care over the last few years.

Community Nursing Professional Discussions

QNIS hosted two professional discussion events during 2008 and 2009, to explore the values underlying community nursing practice. The events also considered how these values would fit or conflict with the new CHN role.

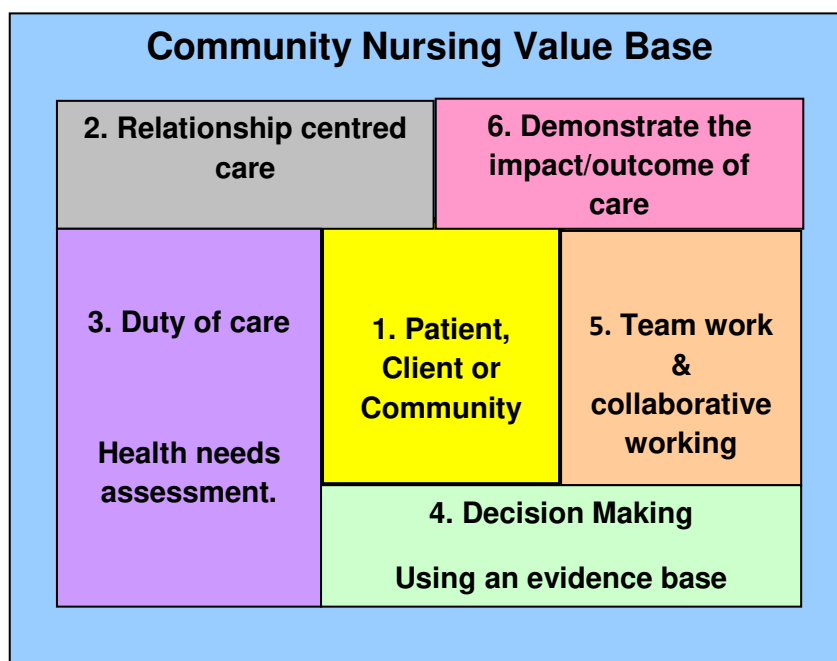


Figure 1. Model of community nursing values that impact on quality of care of the patient, client or community.

The first workshop identified the participants' philosophical positions underlying community nursing, whilst the second considered how these values were used in practice and impacted on the outcomes of care. The workshop discussions were recorded on flipchart paper as statements. Six themes emerged from the analysis of the statements and are presented as Core Values (see Figure1 above). The six core values identified by community nurses are as follows:

1. *Placing the patient, client and community at the centre of care delivery*

This value now underpins person centred care: it recognises the nurse's role to work in partnership, advocate on behalf of patients and provide anticipatory care planning,

2. *The use of interpersonal relationships in the delivery of care*

Interpersonal relationships are key to the effective delivery of community nursing care, using a non-judgemental and individual approach to care.

3. *Duty of Care*

A robust holistic assessment of nursing and social health needs underpins a duty of care, which should align with the appropriate use of NHS resources.

4. *Making care decisions using an evidence base*

Risk assessment and patient safety are now a major part of community nursing practice. Community nurses should demonstrate the use of evidence to inform care decisions.

5. *Teamwork and collaborative working*

Community nursing teams need to work efficiently within a single or multi-disciplinary context in partnership with carers but often assume care responsibility until other professional organisations can take over these roles.

6. *Demonstrating an impact and outcome of care*

Audit and research can quantify the impact of community nursing, to identify short and long term health gain for patients, families and communities. However, more sophisticated outcome tools are still required.

The above values identified at the QNIS professional discussions embrace the patient at the centre of care. The importance of interpersonal relationships in the delivery of care is recognised. However, the increasing professionalism of community nursing is seen in the need for its own evidence base to underpin decision-making, the development of team working and the need to demonstrate an impact and outcome of care.

Community Nursing Education and Professional Development Activity

QNIS promotes the education and professional development of community nurses in Scotland through:

- The QNIS Fellowship Award Programme.
- Celebration of community nursing milestones
- The pilot of the Community Nurse Consultant role
- Annual conferences and workshop programmes
- QNIS Education Grants and Scholarships,
- Long service awards

QNIS Fellowship Award Programme

The QNIS Fellowship Award is a work based learning leadership programme, currently accredited by Queen Margaret University at level 10. There are currently 36 QNIS Fellows, who support the work of QNIS in various ways (see Table7).

Lis Cook originally conceived the idea of the Fellowship By Assessment (FBA) programme and Wyeth Pharmaceuticals provided sponsorship in 2001. Seven community nurses took part in the pilot programme, which was evaluated positively in autumn 2003. Version II was launched in 2005 by Mrs Jane Walker, then Nursing Officer at the Scottish Executive. Eileen Cameron facilitated the programme between 2006 and 2013. The Burdett Trust for Nursing awarded QNIS £30,000 in 2006 for the development of the Fellowship. This Burdett funding provided the candidates with an attractive programme. Queen Margaret University accredited the Fellowship By Assessment programme at level 9 in 2008.

By 2012 the candidate numbers had started to diminish, the programme required revision and re-accreditation with Queen Margaret was due. A Fellows Forum agreed that re-accreditation should be sought at level 10. In reapplying for accreditation, the Fellowship Award programme was rewritten to be not only more demanding of the candidates, but also to be more closely linked to the Knowledge and Skills Framework (KSF).



Above: QNIS Fellows 2013

The new Fellowship programme accredited at level 10 was launched at the Fellows Forum event, prior to the Annual Gathering at Crieff in June 2013. Eileen Cameron also retired as the Fellowship Facilitator. QNIS has now agreed to work with 2 regional Fellowship facilitators, Pauline Waugh and Fiona Cook. The next steps are to market the new programme and re-evaluate the programme in autumn 2014.



Above Julia and Angie attend the Queen's Diamond Jubilee event in London, June 2012

Celebration of community nursing milestones

QNIS has celebrated various community nursing milestones over the last few years. The 150 years anniversary of district nursing was recognised in 2010 through a wonderful display of memorabilia at the Annual Gathering event at Crieff Hydro.

A second event in 2010 to mark this anniversary was held in partnership with Queen Margaret University. A similar but smaller scale event was held in 2012 to celebrate 150 years of public health nursing

and the Diamond Jubilee of our Patron, Queen Elizabeth II. Again this anniversary was marked by a joint event with Queen Margaret later in the year.

Pilot of the Community Nurse Consultant role

As part of the celebration of 150 years of district nursing in 2010, QNIS funded a pilot of a generalist Community Nurse Consultant (CNC) role in partnership with NHS Ayrshire and Arran. Nurse Consultant roles had been established within the UK 10 years previously to provide leadership in expert nursing practice; research; education and training; and service development. The Nurse Consultant role is complex and highly demanding. The post holder requires academic, professional, managerial, interpersonal and time management skills to cope effectively with a large workload and competing agendas arising from four major areas of activity. Moreover, the role requires a supportive working environment and management structure.

The aim of this pilot project was to investigate the benefits of a generalist role providing strong, strategic, clinical and professional leadership for community nurses within Ayrshire and Arran.

Margaret Brown (see photo below) was appointed to develop new approaches to the delivery of community nursing. In particular she implemented three community wards, using tele-health services to enable more people to live at home and reduce the frequency of hospital admission. A second area of work was to promote the choice and opportunity to die at home, especially for people living in nursing homes. Margaret found the CNC role was very demanding and eventually moved to a part time basis.



At the end of the pilot project, QNIS commissioned a CNC role evaluation, which reported in July 2013. The evaluation report was positive about the CNC role; although it found that more robust governance structures would have aided the implementation of the post, the post holder was able to work in an inter-disciplinary setting to bring senior colleagues together to develop integrated services to improve person centred care.

Margaret Brown, Community Nurse Consultant

QNIS Annual Conference and workshop programmes 2004-2013

Over the last 10 years QNIS has raised the profile of community nursing through the provision of an annual conference for community nurses in Scotland (see Table 8 in the appendix). These conferences are held in different venues throughout Scotland; Glasgow especially attracts a good attendance from community nursing delegates. The conferences aim to aid the



professional and practice development of all nurses and

Ros Moore, Chief Nursing Officer for Scotland welcomes delegates to the ICCHNR/QNIS conference

support workers working in the community. They are subsidised by QNIS as the fee charged only covers the basic delegate cost. The themes running through all the conferences include leadership and change management. The ICCHNR/QNIS International Conference in March 2013 was particularly successful with 250 delegates attending from 19 countries worldwide.

QNIS Education Grants and Scholarships

Each year, QNIS funding provides community nurses with a wide variety of personal and professional development opportunities. These grants provide an opportunity for community nurses to acquire new skills and update their knowledge on clinical aspects of care.

Originally, the Kuenssberg Scholarship was created to recognise the contribution of Dr Ekke Kuenssberg, a pioneer of Primary Care medical services in Edinburgh. He was a long term supporter of the work of QNIS and recognised the value of district nursing. In 2003 a similar award was created in the name of Brigid Stewart to provide a funding opportunity for public health nursing. The Kuenssberg and Brigid Stewart awards were discontinued in 2010. Table 8 in the appendix gives a breakdown of education grants and scholarships provided in the last 10 years. The accompanying

chart in the appendix shows the commitment by QNIS to professional development through the funding of Masters Modules each year.

Long Service Awards



QNIS has provided long service awards over the years for both Queen's Nurses and Community Nurses. The recognition of dedication and loyalty to nursing over 21 years or more is most appreciated.

Left: NHS Lothian Long Service Awards Edinburgh 2012

Practice, Innovation and Research Activity

The second major area of QNIS activity to support excellence in community nursing is the promotion of innovation in practice through research and project funding.

Millennium Award Scheme Funding

Before the restructuring of the organisation, innovation in practice activity straddled the GP& F committee, Education and Projects Committees. For example, The QNIS *Millennium Awards Scheme 'Welcome to Wellbeing'* 2000–2003 in partnership with the Millennium Commission provided 156 Awards to individuals throughout Scotland and was directly accountable to QNIS GP&F Committee (which later became QNIS Council). The funding programme promoted community development and concluded with a showcase event of the Award winners in March 2003 at the SECC, Glasgow. MAS evolved into the Nae Risk community development project, funded jointly by the Scottish Executive and QNIS until 2005.

QNIS Project Funding

During 2004-5 the Projects Committee agreed to fund resuscitation equipment in partnership with the Sandpiper Trust. These bags supplemented emergency health care in very rural locations where there was no doctor. Ten years later the Sandpiper bags are still in use in Orkney and are maintained in other locations by the NHS Highland Health Board. The Sandpiper bags are a good example of innovating and testing new ideas of health care in rural areas.

In the intervening years, PIRC has grown in membership and developed skills of assessment of funding applications. PIRC meets twice or three times per year to review submitted project proposals for consideration of QNIS project funding. Projects must be seen to be feasible and directly benefit the health and wellbeing of people living in the community. It is important not to set up novice project leads to fail in carrying out an overly ambitious project. However, PIRC is also aware that Health Boards who have a funding shortfall may also try to use QNIS project funding for work that they have a duty to carry out themselves.

The definition of a project is quite broad; it may involve primary research to increase the evidence base for community nursing; the development of an innovation in practice; the implementation of research knowledge into practice; or even an evaluation of a practice development. The Bumps, Baby and Beyond Project Vignette provides an example of how QNIS project funding has enabled practice development in Dundee.

QNIS Research funding

As part of the drive to expand the community nursing evidence base, QNIS has tried several different approaches to promoting community nursing research over the years. Research is a time consuming and expensive activity, large scale studies are beyond the reach of QNIS, as well as requiring huge investment in professional development. However, small scale innovative studies to pilot an idea can be beneficial in providing a baseline for further investigation and provide an opportunity for personal development.

Small scale studies

Early into the 21st century, QNIS funded small research studies led by community nurses. Professor Jean McIntosh provided workshops to enable community nurses hone their research proposals with a view to being funded by QNIS. For example in 2004, three research bursaries were awarded:

- An evaluation of a telephone helpline for breastfeeding mothers in Dundee (NHS Tayside)
- An exploration of issues around district nursing workload (NHS Lothian)
- A repeat of baseline measures to ascertain evidence of health improvement from attendance at a health and wellbeing clinic (NHD Greater Glasgow and Clyde)

The research funding available of up to £10,000 was possibly considered insufficient and later attracted few small research projects. In 2006, the Education Committee decided to offer a Research Fellowship in alternate years, using the whole budget for the two-year period.

Lisbeth Hockey Community Nursing Research Fellowships 2004-2010

Dr Lisbeth Hockey (1918-2004), an eminent nurse researcher and philosopher, was a great supporter of QNIS. She served as a member of the Education Committee and as a member of Council over a period of 37 years. Her legacy was to instil the need to develop an evidence base for community nursing. The Lisbeth Hockey Community Nursing Research Fellowships were created in 2004 to recognise both her contribution to research and QNIS. The outputs from three Fellowships are described in the vignette below.

The aim of the Lisbeth Hockey Community Nursing Research Fellowships was to promote capacity for community nursing research in Scotland. Three Lisbeth Hockey Community Nursing Research Fellowships were awarded and were led by an academic institution. The Fellowships enabled nurses with a specialist community qualification to improve research knowledge and skills and also provided part-time experience of carrying out a small project as part of a larger nursing research team.

- 2004: Exploring older persons' involvement in decision making about their care, within the context of single shared assessment undertaken by members of the District Nursing Team Glasgow Caledonian University
- 2006: An analysis of community nurses' support for self-care with patients who have long term conditions; Robert Gordon University.
- 2008: Participating in the research process: The development of an intervention for the secondary prevention of stroke Glasgow Caledonian University.

An in house evaluation showed mixed results from the Fellowship programme. A major strength for the Lisbeth Hockey Fellows was the opportunity to be involved in a research study and to gain a greater understanding of carrying out research. One Fellow later moved on to a new role of

modernisation of nursing in the community and found her new knowledge was of major benefit in the development of questionnaires to community nursing staff.

There were many challenges to the programme; combining community nursing practice and research commitments in the tight time scales was difficult. Secondly, although there were opportunities to prepare a PhD proposal, the Fellows considered that this was too academic a route. An unexpected consequence was that junior academic staff were denied this research experience. Thus there was no guarantee that the skills learnt were sustainable.

Although the Lisbeth Hockey Community Nursing Research Fellowship provided a unique opportunity for practitioners to become skilled in research, it was expensive and there was insufficient QNIS funding for it to continue. The involvement of practicing community nurses in projects was later taken on board in QNIS Funded projects. Community nurses now play a greater role in projects and especially in The Delivering Dignity Grants programme.

The experience gained from the Lisbeth Hockey Research Fellowships has informed the development of QNIS funded projects. When agreeing funding, PIRC often now requests that a practitioner from practice is included as part of the project team. As practitioners gain a taste for research or project management, the skill set of community nursing is enhanced, in turn benefitting other areas of practice development.

Mary Jane Carr Awards

Following a bequest from Mrs Mary Jane Carr, QNIS commissioned the funding for two research studies in 2009. Queen Margaret University carried out a study '*Leadership in Community Nursing*' and University of Edinburgh carried out a study entitled '*Leadership: Understanding community nursing in Scotland.*' The reports of these studies can be found on QNIS website in the resources section.

Delivering Dignity Grants Programme

In 2012, QNIS became a Funding Partner of the Burdett Trust for Nursing to deliver a Delivering Dignity Grants programme. Ensuring respect and maintaining the dignity of older people is pertinent to the role of all nurses working in community based settings. The failure to deliver dignity in the care of older people in care homes and long stay institutions has been well documented in the media and highlights the need to change the ageist attitudes frequently displayed in the care of older people. The challenges of delivering dignity in the care of older people require nurses to provide strong leadership to improve nursing care standards and to redress age discrimination, as well as ensuring equitable access to treatment and care.

This Dignity Grants programme is thus very important to promote a common understanding of dignity across disciplines, services and care settings. A list of the exciting QNIS funded projects is in the appendix.

QNIS Partnership in Practice Scotland (PiPS)

The Partnership in Practice Scotland Awards (PiPS) were originally conceived by the QNIS Education Committee to facilitate the development of partnership working to improve the quality of life for people and communities. Small grants of £1000 were made originally but later these were increased to £2,000. The award was later overseen by the Projects Committee, which became the Practice Innovation and Research Committee. These small grants provided an opportunity for community nurses to try out new ideas and some were very successful. For example, the delivery of a 10 week

programme for people recently diagnosed with diabetes enabled greater individual understanding and responsibility for health.

QNIS Partnership in Research Scotland (PiRS)

It was recognised that the development of a project proposal is time consuming and requires support and guidance. The Partnership in Research Scotland (PiRS) award was introduced to enable community nurses with ideas for practice development, but with limited experience of developing a proposal, to access expert help and direction.

The impact of QNIS funding and activity

QNIS has a positive impact on community nursing professional and practice development, but it is difficult to measure or capture. Community nurses have told us how QNIS conferences and workshops have motivated them to improve patient care. Likewise, research funding has helped to inform the evidence base. For example, a study entitled '*Leadership: Understanding Community Nursing in Scotland*' carried out by Dr Elaine Haycock-Stuart, from the University of Edinburgh identified how leadership was driven by top down policy and that front line community nurses had little influence into its delivery. The impact of QNIS funding the study has been that the research team has gained recognition for quality research and have presented their findings at 15 conferences (both national and international) and published in seven journal articles.

Conclusion

QNIS continues to fill a niche in supporting the practice and professional development of community nursing in Scotland. The welfare of the retired Queen's Nurses also remains important to the organisation; the Annual Gathering at Crieff is one of the annual highlights for QNIS staff and colleagues.

This historical record of QNIS organisational changes and activity over the last decade details how it has modernised its constitution and structures significantly. These changes have enabled QNIS to match its activity both to its constitution and to the promotion of excellence in community nursing. This broad range of activity has the piloting of new roles, the development and dissemination of the evidence base underpinning primary care and community nursing at its centre. Moreover, QNIS has a role not only to enable primary care and community nurses to understand national policy and its implications for practice, but to make sure that their voice is heard. Latterly, the role has encompassed an international perspective too.

There have been many highlights over the last 10 years; to name only three would perhaps include the Burdett Trust for Nursing Funding award of the Delivering Dignity projects; the invitation to the Queen's Jubilee London Celebrations and the Edinburgh ICCHNR/QNIS Conference. QNIS has indeed gone from strength to strength. It has been a great 10 years.

However, QNIS cannot do this activity alone; it is grateful for the support from Scotland's Gardens and partner organisations. QNIS committees are well supported by colleagues who give their time and commitment freely. The Volunteer Visitors monitor the needs of retired Queen's Nurses and volunteers also help out with conferences and workshops.

Once again many thanks to you all for making QNIS such a success.

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Appendix

Table 1 QNIS Council Trustees 2014 and previous members

| QNIS Patron HM Queen Elizabeth | | |
|---------------------------------------|---|------------------------------------|
| Current QNIS Council Trustee | | |
| Date | Name | Committee Role |
| 2010-present | Miss Anne Jarvie | Chair |
| 2008 2011 | Dr Mike Winter | Council member Vice Chair |
| 2011- present | Jane Walker | Honorary Secretary |
| 2008 - present | John Lawrie | Honorary Treasurer |
| 2007- present | Prof Julie Taylor QNIS Honorary Fellow | Council Trustee |
| 2003- present 2011- present | Jane Cantrell QNIS Honorary Fellow | Council member Chair EPDC |
| 2012- present | David Boswell | Council Trustee/Fund manager remit |
| 2012-present | Robin Morton | Council Trustee |
| 2012-present | Irene Bonnar | Council Trustee |
| 2014 | Linda Pollock | Council Trustee |

| Previous Council Members in last 10 years | | |
|--|--|--|
| 1993-2002 | Lady Vanessa Prosser QNIH Honorary Fellow | Chair |
| 2002-2010 | Sir David Carter QNIH Honorary Fellow | Chair |
| 1997-2011 | Prof Jean McIntosh QNIH Honorary Fellow | Vice Chair Chair Education Committee (later EPDC) |
| 2003-2005 | Lorraine Simpson | Honorary Secretary |
| 2005-2011 | Merrill Whalen QNIH Honorary Fellow | Honorary Secretary |
| 1999-2008 | Ronnie Sinclair | Honorary Treasurer |
| 1978-2007 | Shirley Ballantyne | Council member |
| 1970-2007 | Lady Liliac Cromartie | Council member |
| 2001-2007 | George Russell | Council member |
| 2007-2012 | John Griffiths | Council Trustee |
| 2000-2004 | Dr Fiona MacLaren | Council member |
| 1990-2012 | Ian Watt | Council member/ Fund Manager remit |
| 2002-2006 | Jane Harris QNIH Honorary Fellow | Council & EPDC member |
| 2005-2007 2002 | Alison Jarvis QNIH Honorary Fellow | Council and EPDC member |
| 2004-2007 | Dr Allison Worth | Council member & Chair of Joint Nursing Committee |
| 2006-present | Prof Debbie Tolson QNIH Honorary Fellow | Chair of Practice Innovation and Research Committee |
| 2007-2012 | Rona Agnew | Council Trustee |

Table 2 QNIH Honorary Fellows

| | |
|------|-------------------------|
| 2003 | Professor Jean McIntosh |
| 2003 | Miss Sheila Gentle |
| 2010 | Ruby Matheson |
| 2010 | Professor Debbie Tolson |
| 2010 | Jane Harris |
| 2010 | Jane Cantrell |
| 2010 | Dolly McCann |
| 2011 | Maxine Moy |
| 2011 | Alison Jarvis |
| 2011 | Christina Thomson |
| 2011 | Merrill Whalen |
| 2011 | Sir David Carter |
| 2012 | Andrina Gordon |
| 2012 | Isabelle McDonald |
| 2012 | Lady Vanessa Prosser |
| 2012 | Kathleen Rourke |
| 2013 | Ros Moore |
| 2013 | Anne Kennedy |
| 2013 | Julie Harvey |
| 2013 | Professor Julie Taylor |

**Table 3 QNIH Advisory Committee 2013
(previously Joint Nursing Committee)**

| Name | QNIH Role |
|--------------------|--|
| Prof Julie Taylor | Chair of Advisory Committee |
| Jane Cantrell | EPDC Chair (Formerly Education Committee) |
| Prof Debbie Tolson | PIRC Chair (Formerly Projects Committee) |
| Mrs Jane Walker | Honorary Secretary |
| Julia Quickfall | QNIH Nurse Director |
| Angie Henney | QNIH Projects Co-ordinator |
| Fiona Watson | QNIH Treasurer |

Table 4 QNIH Education and Research Committee 2013 (formerly Education Committee)

| Name | QNIH Role/Institution represented |
|--------------------|--|
| Jane Cantrell | EPDC Chair |
| Jane Harris | EPDC Vice Chair |
| Dr Julia Quickfall | QNIH Nurse Director |
| Angie Henney | QNIH Projects Co-ordinator |

| | |
|--------------------------|-----------------------------|
| Dr Elaine Haycock-Stuart | University of Edinburgh |
| Caroline Dickson | Queen Margaret University |
| Alison Jarvis | NHS Lothian |
| Dolly McCann | Queen Margaret University |
| Debbie McGraw | RCN |
| Jackie McFayden | University West of Scotland |
| Lee Anne Mitchell | QNIS Executive Secretary |
| Fiona Watson | QNIS Treasurer |

Table 5 Practice Innovation and Research Committee (previously Projects Committee)

| Name | QNIS Role/Institution represented |
|----------------------------|---|
| Professor Debbie Tolson | PIRC Chair |
| Linda Smith | PIRC Vice Chair |
| Dr Julia Quickfall | QNIS Nurse Director |
| Angie Henney | QNIS Projects Co-ordinator |
| Fiona Watson | QNIS Treasurer |
| Lee Anne Mitchell | QNIS Executive Secretary |
| Mrs Jane Walker | Honorary Secretary |
| Dr Rhona Hogg | Napier University/NHS Lothian |
| Fiona Cook | Improvement Advisor, Releasing Time to Care, Health Improvement Scotland |
| Penny Bond | Health Improvement Scotland |
| Margaret Tannahill | Care Inspectorate |
| Ron Johansen | Senior Lecturer Glasgow Caledonian University / Nurse Consultant (NHS 24) |
| Dr Caroline Bradbury-Jones | University Dundee/Manchester |

Table 6 Welfare Committee members and Voluntary Visitors 2013

| Welfare Committee member | QNIS Role |
|---------------------------------|---|
| Miss Anne Jarvie | Chair |
| Jane Walker | Honorary Secretary |
| Julia Quickfall | QNIS Nurse Director |
| Dawn Cruse | QNIS Administration and Welfare Officer |
| QNIS Volunteer Visitors | Area covered |
| Miss Margaret Burnett | Angus |
| Mrs Christine Feltham | Perthshire |
| Mrs Janette Kennedy | West Lothian |
| Mrs Muriel Lind | Dunshalt, Cupar, Fife |
| Mrs Angela MacDonald | Ross-shire |
| Mrs Isobel MacDonald | Isle of Skye |
| Mrs Elsie Mackenzie | Caithness |
| Mrs Catherine MacLeod | Ross-shire |
| Mrs Ruby Matheson | Glasgow |
| Mrs Morag Miller | Ayrshire |
| Mrs Catherine Morrison | Lewis |
| Mrs Kathleen Rourke | LARGS, Ayrshire |
| Mrs Annie Stephen | Aberdeenshire |
| Mrs Ann Thomson | Huntly |
| Mrs Hazel Turner | Kirkcudbrightshire |
| Mrs Isabelle Wilson | East Lothian |
| Mrs Cathy Wilson | Edinburgh |
| Ms Phyllis Runciman | Edinburgh |
| Mrs Maxine Moy | Fife |
| Mrs Kay Boyde | Glasgow |

Table 7 QNIS Fellows 2013

| Year | Name | NHS Board Area |
|-------------|---------------------|-------------------------------|
| 2003 | Elaine Allen | NHS Grampian |
| 2003 | Elizabeth Brown | NHS Grampian |
| 2003 | Lis Cook | NHS Grampian |
| 2003 | Sandra Muirson | NHS Grampian |
| 2003 | Shona Davidson | NHS Highland |
| 2003 | Kate Richardson | NHS Highland |
| 2003 | Christine Nicholson | NHS Highland |
| 2004 | Anne McMorrow | NHS Greater Glasgow and Clyde |
| 2004 | Julie Harvey | NHS Greater Glasgow and Clyde |
| 2006 | Linda Wilson | NHS Fife |
| 2006 | Pauline Waugh | NHS Lothian |
| 2007 | Anne McDaid | NHS Greater Glasgow and Clyde |
| 2007 | Cheryl Adair | NHS Greater Glasgow and Clyde |
| 2007 | Helen Pickering | NHS Greater Glasgow and Clyde |
| 2008 | Marion Millward | NHS Borders |
| 2008 | Irene Bannerman | NHS Greater Glasgow and Clyde |
| 2008 | Wilma Cowie | NHS Greater Glasgow and Clyde |
| 2008 | Clare Stiles | NHS Shetland |
| 2008 | Maggie Drosso | NHS Shetland |
| 2009 | Margaret Taylor | NHS Borders |
| 2009 | Karen Hemple | NHS Greater Glasgow and Clyde |
| 2009 | Margaret Umeed | NHS Greater Glasgow and Clyde |
| 2009 | Marion Taylor | NHS Greater Glasgow and Clyde |
| 2010 | Rhona Cameron | NHS Forth Valley |
| 2010 | Brenda Kirk | NHS Greater Glasgow and Clyde |
| 2010 | Liz Millar | NHS Greater Glasgow and Clyde |
| 2010 | Vivienne Davidson | NHS Greater Glasgow and Clyde |
| 2010 | Audrey Demetriou | NHS Lanarkshire |
| 2010 | Elizabeth Roberts | NHS Shetland |
| 2011 | Diane Sharp | NHS Forth Valley |
| 2011 | Kim Conroy | NHS Forth Valley |
| 2011 | Leanne Connell | NHS Greater Glasgow and Clyde |
| 2011 | Liz Murray | NHS Tayside |
| 2012 | Helen Ramsay | NHS Lothian |
| 2013 | Eileen McLeod | NHS Shetland |
| 2013 | Susan Cooper | NHS Shetland |

Table 8 QNIS Annual conferences and workshops 2003-2013

| Date | Title | Venue |
|-------------|---|--|
| 2004 | LHCC Lead Nurse Network Mental health is everybody's business | Edinburgh |
| 2004 | QNIS Annual Conference Leadership –Making it happen | Education Centre Stirling Royal Infirmary |
| 2005 | QNIS Annual Conference Changing face of Primary Care | Wolfson Building, University of Glasgow |
| 2005/6 | Nae Risk Training DVD workshops | Six workshops in Scotland including Strathcarro, Aberdeen, Glasgow, Edinburgh and Skye |
| 2005 | National RONIC workshop – views on CHN of district nurses | Pfizer offices Edinburgh |
| 2006 | QNIS Annual Conference Nurses delivering health in the community | Dynamic Earth Edinburgh |
| 2007 | QNIS Annual Conference Visible accessible and integrated care: making community nursing in Scotland fit for purpose | Beardmore Conference Centre, Glasgow |
| 2008 | QNIS Annual Conference Promoting Innovation in Community Nursing in Scotland | Stirling Management Centre |
| 2008 | Comparing and contrasting the current principles and professional values underpinning health visiting, district nursing, school nursing and family health nursing. Professional discussion | Stirling Management Centre |
| 2009 | QNIS Annual Conference Community nursing: The Scottish picture | Beardmore Conference Centre, Glasgow |
| 2009 | Putting community nursing values into practice- professional discussion | Stirling Management Centre |
| 2009 | 150 years of District Nursing Exhibition | Crieff Hydro Perthshire |
| 2010 | The future of community nurse Education (in collaboration with RCN and NHS Education for Scotland | RCN HQ Edinburgh |
| 2010 | QNIS Annual Conference Leadership in community nursing | Crieff Hydro Perthshire |
| 2010 | Demonstrating the quality of community nursing care - professional discussion | Stirling Conference Centre |
| 2011 | Making the most of your community nursing teams workshops | Stirling Aberdeen Glasgow Dunfermline |
| 2011 | QNIS Annual Conference Promoting Excellence in Community Nursing | Radisson Blu Edinburgh |
| 2012 | 150 years Public Health Nursing | Crieff Hydro Perthshire |
| 2012 | QNIS Annual Conference Cutting the coat to fit the cloth | Beardmore Conference Centre, Glasgow |
| 2012 | Using Technology to promote person centred care workshops | Stirling Aberdeen Glasgow Dunfermline |
| 2013 | Transforming Community Health ICCHNR/QNIS International Conference | John McIntyre Conference Centre Pollock Halls Edinburgh |
| 2013 | Influencing Integration Seminars | Edinburgh Glasgow |

Table 9 QNIS Education and Research/EPDC Grants 2003-2013

| Year | Award | Details |
|-------------|---|---|
| 2003 | 8 PiPS | Partnership in Practice |
| 2003 | 24 Education Grants | CPD |
| 2003 | Kuensberg Scholarship | Kathleen Mckendry |
| 2003 | Research Grant | History of community Nurses in the Western Isles |
| 2004 | 8 PiPS | Partnership in Practice |
| 2004 | 24 Education Grants | CPD |
| 2004 | Kuensberg Scholarship | Alison Bryce |
| 2004 | Brigid Stewart Scholarship | Louise McKenzie |
| 2004 | Research Grant | Bosom Buddies |
| 2004 | Research Grant | District Nursing workload |
| 2004 | Research Grant | Health and Wellbeing Clinic |
| | 3 PiPS | Partnership in Practice |
| 2005 | 28 Education Grants | CPD |
| 2005 | Kuensberg Scholarship | Susie Gamble |
| 2005 | Brigid Stewart Scholarship | Angela Gray |
| 2005 | LH Research Fellowship | Glasgow Caledonian University |
| 2006 | LH Research Fellowship | Robert Gordon University |
| | 14 Education Grants | |
| | 4 PiPS | |
| 2007 | 12 Kuensberg and Brigid Stewart Bursaries | SPQ Fees only basis |
| 2007 | 35 Education Grants | CPD |
| 2007 | 7 PiPs | Partnership in Practice |
| 2008 | LH Research Fellowship | Glasgow Caledonian University |
| 2008 | Mary Jane Carr | Queen Margaret University University of Edinburgh |
| 2008 | CHN Project | Focus Groups |
| 2008 | 28 Education Grants | CPD |
| 2008 | 10 Kuensberg and Brigid Stewart Bursaries | SPQ Fees only basis |
| 2008 | 4PiPS | Partnership in Practice |
| 2009 | 13 Education Grants | 5 CPD, 8MSc. courses and modules |
| 2009 | 19 Kuensberg and Brigid Stewart Bursaries | SPQ Fees only basis |
| 2010 | 25 Education Grants | 10 CPD, 14 MSc. 1 PhD courses and modules |
| 2010 | 8 Kuensberg and Brigid Stewart Bursaries | 8 SPQ Fees only basis |
| 2011 | 19 Education Awards | Kuensberg and Brigid Stewart Bursaries no longer available 8 CPD, 9 MSc, 2 PhD courses and modules |
| 2012 | 11 Education Awards | 1 CPD, 2 SPQ, 7 MSc, 1PhD courses and modules |
| 2013 | 21 Education Awards | 10 SPQ and 11 MSc courses and modules |

Chart 1 Numbers of Education Grants awarded by QNIS for PhD, Masters, CPD and SPQ courses 2008-2013

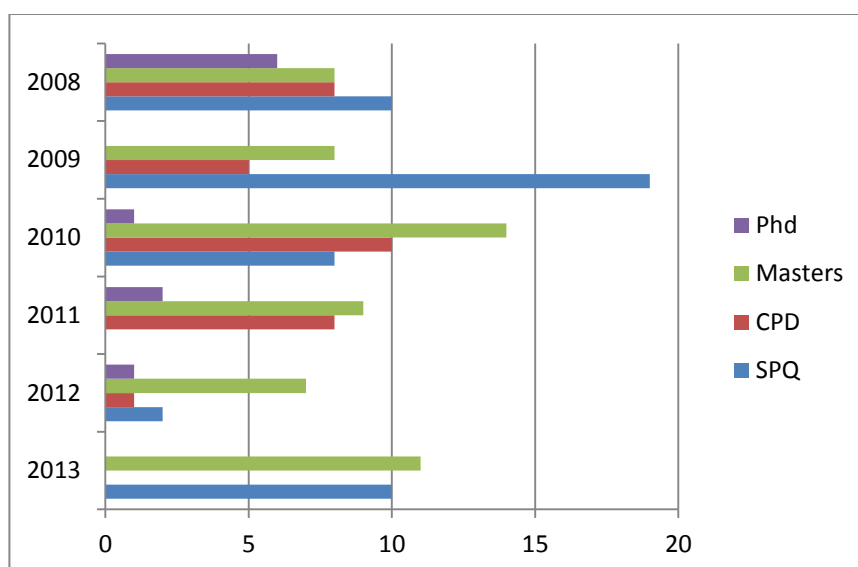


Table 10 QNIS PIRC Projects Funded 2002-2013

Final reports can be accessed on the QNIS website, www.qnis.org.uk under various headings in the Resources section.

| Year | Project Title | Lead Organisation |
|------------|---|---|
| 2000 -2005 | Millennium Award Scheme/Nae Risk | QNIS |
| 2001 | Domestic Abuse project | Napier University |
| 2002 | Gerontology Demonstration Project | Glasgow Caledonian University |
| 2002 | Getting overseas Professionals into Practice (GOPIP) | Glasgow Caledonian University |
| 2002 | Public Health Practitioner Project | NHS Greater Glasgow |
| 2003 | SAM Men's Health Initiative | NHS Shetland |
| 2003 | Sandpiper Trust Bags | In conjunction with Scotland's Gardens to Foula, Aharachle, Papa Westry and Bressay |
| 2003 | Motor Skills Group Project | NHS Tayside |
| 2004 | Gerontology Project Maximising communication with the elderly | Glasgow Caledonian University |
| 2004 | Multi-agency Leadership | NHS Argyll and Bute |
| 2004 | GOPIP | Further funding |
| 2004 | Dementia Learning Resource | Iris Murdock Dementia Centre |
| 2005 | Smoking Cessation in later life | Glasgow Caledonian University |
| 2005 | Butterfly Befriending Programme evaluation | Queen Margaret University |
| 2005 | Development of local health Visitors work with the community in Piershill area of Edinburgh | NHS Lothian |
| 2005 | Motivational interview training | NHS Lothian |
| 2006 | Nocturia | Glasgow Caledonian University |
| 2006 | The management of minor illness Community of Practice | Glasgow Caledonian University |
| 2006 | Structured Diabetes Education | NHS Lanarkshire |
| 2007 | Healthy Hebrideans | NHS Western Isles |
| 2007 | Interstitial Cystitis Handbook | COB Foundation |
| 2007 | TIME to start dressings | NHS Greater Glasgow |
| 2007 | Shetland Carers Group | NHS Shetland |
| 2007 | Bumps Baby and Beyond | NHS Tayside |

| | | |
|------|---|--|
| 2007 | Barriers to care services among women with domestic abuse experiences in Fife | NHS Fife |
| 2007 | Refining Care Management (Learning Disabilities) | NHS Ayrshire and Arran |
| 2008 | Positive Parenting Interventions | NHS Lothian |
| 2008 | Tobacco and alcohol use in people who have a learning disability | Glasgow Caledonian University |
| 2008 | A virtual learning resource to support advanced nurse practitioners | NHS Orkney |
| 2008 | Sexual Health in Angus DVD | NHS Tayside |
| 2009 | 5 Partnership in Practice Scotland Awards | |
| 2009 | 2 Partnership in Research Awards | |
| 2009 | Evaluation of Case Supervision for Child protection | Robert Gordon University |
| 2009 | Partnerships in Practice | Glasgow Caledonian University |
| 2009 | Dementia Care Models | University of Dundee |
| 2009 | Sensory Garden project | NHS Greater Glasgow & Clyde Health Board |
| 2009 | Pilot of a health promoting residential unit | NHS Greater Glasgow & Clyde Health Board |
| 2009 | Enhancing Community Nursing Research Capacity | Glasgow Caledonian University |
| 2010 | Developing and testing a dignity conserving intervention | University of Dundee |
| 2010 | The contribution of perceived stress in stroke | Glasgow Caledonian University |
| 2011 | 3 Travel Fellowships | |
| 2011 | 2 Partnership in Practice Scotland Awards | |
| 2011 | Asthma care plans | University of Stirling |
| 2011 | Heart failure self care | Glasgow Caledonian University |
| 2011 | Adult protection knowledge exchange | NHS Borders |
| 2012 | 1 Travel Fellowship | |
| 2012 | Health visitors' role in assessing oral health in children | University of Dundee and NHS Fife |
| 2012 | Mindfulness based stress reduction life world study | Edinburgh Napier University |
| 2012 | Midwifery an evaluation of child protection case supervision | NHS Grampian/RGU |
| 2013 | Carers respite information | University of Dundee |
| 2013 | History Project | Glasgow Caledonian University |
| 2013 | Exploring the experiences of patients attending day hospitals in the Borders: A pilot study | NHS Borders |

Table 11 Delivering Dignity Projects 2013

| Project Title | Project Leads |
|---------------------------------|--|
| Relational caring Conversations | Prof Belinda Dewar, University West of Scotland Michael Donovan, Care Home Manager |
| Awareness of Sensory Impairment | Dr Annetta Smith, University of Stirling Karen Macleod Community Staff Nurse |
| Being Mindful of the Carers | Gillian Davies, Practice Education Facilitator /CMH Nurse Wendy O'Ryan, Care Home Education Facilitator |
| Drink-Up to Reduce Infection | Joanne Booth, Glasgow Caledonian University Rona Agnew, NHS GGC |
| Food for Thought | Val Logan, Haig House Manager Pauline Banks, University of West of Scotland |
| Living Well with Dementia | Dr Bridget Johnston, University of Dundee Dr Sally Lawton, NHS Grampian |