



THE QUEEN'S
NURSING
INSTITUTE
SCOTLAND

NEWSLETTER & REVIEW OF THE YEAR 2022

A Scottish Charitable Incorporated
Organisation with Charity No. SC005751



CASTLE TERRACE

31

Staff

Clare Cable

Chief Executive and Nurse Director

Amanda Regan

Executive Assistant to Chief Executive and Nurse Director

Carol Crowther

Staying in Touch Coordinator

Dawn Cruse

Business Support Manager

Sarah Doyle

Deputy Nurse Director

Alison Jarvis

Staying in Touch Coordinator

Emma Legge

Head of Leadership Programmes

Janet McArthur

Project Coordinator

Catriona McClelland

Project Coordinator

Tasha Prigmore

Digital Engagement Manager

Jonathan Sher

Senior Fellow and Programme Lead

Kyle Wilson

Digital Assistant

Trustees

Paul Grice

Chair (on leave)

Erica Reid

Interim Chair

Alan Davidson

Rhona Hotchkiss

Jane Walker

Robin Morton

Jan Beattie

Josie Murray

Hazel Borland

Sian Tucker

David Boswell

David Williams

Nicky Connor

Angie Wood

Fiona Coufts

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Greetings from the Chief Executive

Letter from Professor Clare Cable, Chief Executive and Nurse Director

2022 has been a year of flux. We are learning to live with uncertainty and stay true to our values. As we live through a cost-of-living crisis, community nurses and midwives are seeing the impact on families who do not have food, those who are frail and frightened to put on the heating, and others on home oxygen denying themselves therapy because of the cost of electricity. And so, we continue our emphasis on kindness, wellbeing and recovery, enabling community nurses to find a safe space to consider their own needs so they can continue to support people with excellent, compassionate care (see pages 27-28). Nurses always step up in a crisis and community nurses and midwives all over Scotland are involved in extraordinary initiatives to alleviate suffering just now.

Whilst it has been a challenging year, there have been moments of joy and we were able to celebrate the Platinum Jubilee of our Patron back in June. Sir Paul Grice and I were invited on board HMS Albion to meet the Princess Royal and the retired Queen's Nurses celebrated together with the first annual gathering at Crieff Hydro since 2019.

A significant highlight of 2022 has been the launch of the Complexity and Adversity Network, supporting nurses who work in areas of multiple deprivation (see page 28). This year we were able to offer the Queen's Nurse development programme with residential workshops in March and October and it has been great to witness the power of creating brave spaces in person. The Healthier Pregnancies Better Lives Coalition now more than 80 members, which is a huge achievement.

In September the death of our Patron was announced, and it was privileged to represent us all at the Service of Remembrance at St Giles Cathedral. We will of course remain as the Queen's Nursing Institute as the Queen in question is Victoria, and we await news of our new Patron from the Palace in due course.

As we begin 2023, we continue to build on our learning. We have learned that we can enact extraordinary change rapidly when we need to. We can work across systems, overcoming barriers at speed when we have a common goal. We must value and care for the current workforce and inspire a new generation of clinical leaders. This is our ambition, and we look forward to working collectively to that end.

“Nurses always step up in a crisis and community nurses and midwives all over Scotland are involved in extraordinary initiatives to alleviate suffering right now.”

Clare Cable



Greetings from the Chair

Letter from Erica Reid, Interim Chair

In Spring of 2022 I was elected as Vice-Chair of Council, following in the footsteps of Dr Linda Pollock who previously held the role. We said goodbye to Linda after many years on Council and I would like to thank her on behalf of fellow Trustees for her commitment and dedication to QNIS. I was honoured to be asked to take on the role of Chair for a few months in August, as Sir Paul Grice took some time to step back for personal reasons. I am grateful to my fellow Trustees for their support, wisdom and collective expertise during my time in the Chair. We are delighted to welcome three new Trustees and you can read about them in the Hellos and Goodbyes section.

On behalf of Council, I am delighted to be publishing our new statement of purpose in this newsletter. As Paul wrote last year it is the result of considerable effort by many people. As a group of Trustees, we have spent many hours determining how we set a clear direction yet recognise the importance of remaining agile in uncertain times.

The emphasis of our new statement of purpose is on nursing's contribution to a healthier, fairer, kinder, greener Scotland. We are setting out the ways in which we are committed to supporting and enabling nurses across Scotland's communities to find their voice and support their own wellbeing in order to make a difference to others.

In these days our work is never more needed and as a Council we have shown our commitment to investing in the growth and development of our charity. Over the summer a short life working group reviewed the terms and conditions of all QNIS staff and benchmarked their posts against others in the charity sector. We also approved two new senior posts, a Head of Leadership Programmes and a Head of External Affairs. We believe that these new roles will bring the additional capacity and expertise needed to deliver our purpose and aims.

Finally, on behalf of Council, I would like to thank you for your support over this last year. We look forward to continuing to work with nurses within our communities across Scotland as they provide services with care and compassion during these challenging times.

Leis gach deagh dhurachd!

Erica Reid



“In these days our work is never more needed and as a Council we have shown our commitment to investing in the growth and development of our charity.”

Hellos & Goodbyes

Qnis COUNCIL

Following interviews held in Castle Terrace in August we are delighted to welcome three new Trustees to QNIS Council, Jan Beattie, Hazel Borland and Angie Wood. You can find out a little more about each of the new Trustees below:

Hazel Borland – Trustee

Hazel was previously Interim Chief Executive Officer in NHS Ayrshire and Arran and is passionate about patient experience and quality improvement. She brings a wealth of experience in governance, risk management and strategic leadership to QNIS Council.



Angie Wood – Trustee

Alongside her work as a QNIS Trustee, Angie remains Professional Adviser in Social Care & National Care Service Development Directorate for the Scottish Government. Prior to her current role, Angie was Interim Chief Officer of the Aberdeenshire Health and Social Care Partnership (HSCP).

Jan Beattie – Trustee

Jan has over 30 years' experience working in healthcare in a variety of roles covering clinical care, management and service improvement. She is currently seconded into the Scottish Government as the Allied Health Professionals (AHPs) Officer for Primary Care.



Linda Pollock - Vice Chair

We said goodbye to Vice-Chair of Council Linda Pollock this year. Linda was a Trustee for eight years and has always worked collectively with the rest of Council to make strategic, long-term decisions that have helped the charity to thrive. As Vice-Chair she took a strong stance on governance, planning ahead and helping the organisation increase its profile.

STAFF TEAM

The staff team at Castle Terrace continues to grow and we are pleased to introduce five new permanent members of staff.

Emma Legge

Head of Leadership Programmes

Emma has been appointed Head of Leadership Programmes; a new senior role developed to support the management of the flagship Queen's Nurse Development Programme. Emma is a Queen's Nurse herself and joins the team from NHS Tayside where she worked as a Professional and Practice Development Nurse supporting the delivery of person-centred care in care homes in the community.

Emma says: "I feel privileged to be able to help maintain and strengthen the programme's reach. I look forward to supporting our inspiring, exceptional, innovative, and dedicated community nurses and midwives to reach their potential, flourish and remain connected."

Janet McArthur

Project Coordinator

We are delighted that Janet McArthur has just joined the team in January 2023. Janet will be supporting the Complexity and Adversity Network and the Queen's Nurse Development Programme. Her appointment brings fresh eyes to some of our key programmes of work and provides crucial operational support to the rest of the organisation as we extend our charitable ambitions.

Alison Jarvis & Carol Crowther

Staying in Touch Coordinators

Carol and Alison Jarvis have joined QNIS on a job share basis as part time Staying in Touch Coordinators. Carol is a retired General Nurse and was previously Associate Nurse Director, NHS Lothian. Since retiring from her full-time post Carol has been working with the NHS, HIS and others on several governance related projects.

Alison is a retired District Nurse, an Honorary QNIS fellow and has been involved in QNIS in a number of different capacities for many years. Since her retirement from NHS Lothian, Alison has continued to work on a number of different projects and most recently has been involved in supporting some of the work related to the Covid 19 pandemic.

Kyle Wilson

Digital Assistant

In August we welcomed Kyle to the team as our new Digital Assistant. Kyle studied Social Sciences and Media at university and joins us from his latest role as Fundraising and Communications Assistant at Family Holiday Charity. With extensive knowledge of social media management, he has already boosted the online profile of QNIS and taken up a key role in our Digital Strategy group.

We send our best wishes to Fi and Lisa who said goodbye to QNIS in 2022 to explore new opportunities in other sectors.

Fiona Fitheridge
Welfare and History Manager

After five years of working for the Institute, Fi moved on to new pastures in February 2022. She has started a new post where she is already putting her many skills to good use.

Fiona says: "It has been my privilege and an honour to have worked for the Institute for more than five years, the last four as the Welfare and History Manager. I am going to miss the Annual Gathering and seeing so many friendly faces at local events, but I will never forget the kindness and support I have received from the retired Queen's Nurses. Thank you."

Lisa Lyte
Project Coordinator

Lisa has been a core team member for Healthier Pregnancies, Better Lives, as well as the Complexity and Adversity Network and Long Service Awards. Her last day was 23rd December 2022, and since the New Year she has taken up a post closer to her home in Devon and will be working in London alongside former colleagues.



Special Thanks

We want to give a special mention to honorary and temporary staff who have supported the charity in 2022 as we started to reintroducing programmes of work previously affected by the Covid pandemic.

Julie Churchill
Senior Fellow (Honorary)

Julie is a Queen's Nurse and Lecturer in Community Nursing at Queen Margaret University. As part of the QMU Academy initiative QNIS has become Julie's clinical academic home for the equivalent of one day per month. Julie has been exploring how we might enable community nurses, across all community settings, to believe they can influence practice.

Paul Rayner
Temporary Communications Officer

Paul joined us for 3 months at the beginning of 2022 as a Temporary Communications Officer. He brought a variety

of experience from marketing, media, and PR roles. During his contract with QNIS, he led the charge on our lunchtime wellbeing sessions and worked closely with a local filmographer to develop improved video content for QNIS.

Katrina Eckersall
Project Coordinator

Katrina joined us on a part-time basis until the end of January 2023 to provide additional admin support for the Queen's Nurse Development Programme. Katrina's support was invaluable as we navigated the busy season of nominations, applications and selection for the 2023 cohort, alongside planning for the awards event and residential workshops.

Staff Bios

CLARE CABLE



Job Title: Chief Executive & Nurse Director

Bio: I lead the charity, seeking to bring the same appreciative, curious and compassionate approach to the way we work as infuses our programmes.

My superpower is:
Spinning plates

CAROL CROWTHER



Job Title: Staying in Touch Coordinator

Bio: In these early days of this new role to me, I seek to engage with the retired Queens Nursing Community ensuring connectivity, fellowship and wellbeing

My superpower is:
Reciting Burns' poems

DAWN CRUSE



Job Title: Business Manager

Bio: I'm responsible for financial administration, procurement, HR, H&S. I help to support the Catalysts for Change programme, and our annual Conference.

My superpower is:
Being able to fold a fitted sheet.
Tantamount to witchcraft!

CATRIONA MCCLELLAND



Job Title: Project Coordinator

Bio: I provide administrative support for the Queen's Nurse programme, working with candidates from nomination all the way to the awards event and beyond.

My superpower is:
Being a plant whisperer

SARAH DOYLE



Job Title: Deputy Nurse Director

Bio: I support all things community nursing as well as leading the QNIS Catalysts for Change funding programme and our new primary care workshop series. Both initiatives focus on improving the experiences of people facing health inequalities.

My superpower is:
Switching off

TASHA PRIGMORE



Job Title: Digital Engagement Manager

Bio: I handle communications and digital media for QNIS. From website maintenance and infographics to blog editing and press releases, it's my job to profile the work of QNIS and the Queen's Nurses.

My superpower is:
Cartooning on the backs of envelopes





ALISON JARVIS

Job Title: Staying in Touch Coordinator

Bio: I officially joined the charity in August 2022, however I have had a long association with QNIS as an Honorary Fellow and lead of the welfare review. Like Carol, I will be focusing my attention on the fellowship of the retired Queen's Nurses who trained prior to 1969.

My superpower is:
Baking banana bread



JONATHAN SHER

Job Title: Senior Fellow and Programme Lead; Healthier Pregnancies, Better Lives

Bio: My research emphasis is on the prevention of harm and the promotion of health/equity/wellbeing. With expertise in FASD and preconception health, education and care.

My superpower is:
Seeing the invisible (from what's missing - to what's happening below the surface)



AMANDA REGAN

Job Title: Executive Assistant to Chief Executive and Nurse Director

Bio: I manage Clare's busy schedule and support her and the Board of Trustees to ensure QNIS fulfils its governance obligations. I co-ordinate the team's efforts to deliver a suitable celebration of community nursing at the annual awards event. I provide administrative support to QNIS' wellbeing initiatives.

My superpower is:
Hearing cats



KYLE WILSON

Job Title: Digital Assistant

Bio: I provide support with all things digital across a wide range of projects. It could be updating the website, looking after social media, creating newsletters and much more. My main aim is to help promote all the amazing work that's being done.

My superpower is:
Having an encyclopedic knowledge of Lord of the Rings



JANET MCARTHUR

Job Title: Project Coordinator

Bio: My role is to administer the Queen's Nurse programme and the Complexity and Adversity Network.

My superpower is:
Making flowers flourish.



EMMA LEGGE

Job Title: Head of Leadership Programmes

Bio: I am responsible for the ongoing evolution of transformational development programmes for QNIS. In particular, the management of the Queen's Nurse Programme. I facilitate the programme and work with Queen's Nurses across Scotland to strengthen the network.

My superpower is:
Snapping photos of songbirds



Legacies and donations

The generosity of donors has enabled QNIS to educate, support and develop community nurses and midwives from its very beginning. We were founded with a huge donation to celebrate the golden jubilee of Queen Victoria and we have continued thanks to the generosity of generations of fundraisers, garden openers and individuals.

Our founding charter clearly states that Queen's Nurses are there to care for the most disadvantaged in or society, the term at that time being the 'sick poor.' Today we continue to put addressing inequity at the heart of our work as you will see throughout our review of the year.

The title of Queen's Nurse, which in the past was a badge of honour for District Nurses, is once again enabling community nurses and midwives to be the best they can be; advocating for high quality care for those most in need.

You can support our work to support those who care for Scotland's communities.

After you have ensured your family are looked after, you might like to consider leaving a gift to QNIS. By leaving a sum of money in your will or a small percentage of your estate, you can help community nurses and midwives continue to make a real difference to people's lives.

Shirley Catto

Nurses like Shirley, who is enabling a community of acceptance by calling for the voices of people affected by Parkinson's and Huntington's.



Richard Sanders

Nurses like Richard, who works in Orkney responding to the diverse health and care needs of people living in a remote island community.



Elizabeth Briody

Nurses like Elizabeth, who enables children and young people on a care-experienced journey to overcome adversity and reach their full potential.



As well as supporting our programmes of work, legacies also enable us to do essential things to support the charity. A simple change to your existing will can be made using a Codicil form. If you are interested in finding out more about leaving a gift in your will, please contact us on: 0131 229 2333 or email dawn.cruse@qnis.org.uk



Scotland's Garden Scheme – proudly supporting QNIS since 1931

In years gone by, gardening was a skill that many – at least those fortunate enough to have access to a garden – gained at the knees of their parents, along with cooking. My grandfather, raised as a highland crofter then moved as a young man to a Paisley tenement, fed his family from his shared backgreen and my earliest memory of him and of gardening is cutting giant cabbages from his plot for dinner. These past memories influence present behaviour but if you haven't grown up with access to gardens, visiting private gardens through Scotland's Gardens Scheme is a wonderful way to gain inspiration from real gardens and real gardeners.

The act of gardening

The act of gardening itself can be an antidote to the stress and pressures of daily life, while the benefits getting moving and keeping fit through gardening tasks are all now well documented. It's official, gardening is good for you! But gardens and gardening are worth so much more than just the physical benefits when it comes to wellbeing.

Creating connections

Through our garden opening season, we ask our volunteers, garden owners and visitors what they like about sharing and visiting gardens and the answers come back quite consistently; it's as much about the people they meet and the connections they make, as about the gardens. Volunteers and visitors alike tell us they enjoy the feeling of community, of meeting lovely, like-minded people, catching up with old friends and meeting new.

The infectious enthusiasm of the passionate gardener is often a highlight as is the opportunity to share gardening tips. A visit to a first-time open garden in Canon Bridge this year was a great example of this. Enticed by the promise of delphiniums grown north of Inverness, I was impressed not only by the quality of the blooms but also by the wealth of gardening tips generously shared by the owner, a retired professional grower. A relative newcomer to the area, the open day was not just a chance to share the garden and raise funds for charity but was also an opportunity to get to know the neighbours.

A garden open day can create a sense of belonging and of being part of a family, and there is no doubt that there is something special about being invited into a private garden, being welcomed and looked after – often with tea and cakes! One garden has regularly welcomed a returning daughter and her mother with dementia, who value a quiet space to be safe and spend time together. There is also that sense of giving something back, by raising valuable funds for charity but also by bringing such enjoyment to others – and what could be nicer than doing that through gardens?



Places for inspiration

There's no one size fits all within Scotland's Gardens Scheme and visitors are inspired by gardens great and small. There is much to delight in the large, historic gardens, the walled gardens, the laburnum archways, parterres and long borders and these remain ever popular with visitors. Yet increasingly, we see new interest in a greater range of gardens: those created with wildlife in mind, with quiet spaces for contemplation, a productive vegetable garden and a well-turned compost heap. Smaller gardens, opening on their own or in groups or villages, are much-loved by

visitors, especially younger or new gardeners, who gain great inspiration from what can be achieved in smaller spaces or with a smaller budget. There are some wonderful examples of tiny city gardens which are beautiful havens buzzing with insects, with plants grown purely in containers and not an inch of topsoil to be seen!

One thing unites all the gardens that open with Scotland's Gardens Scheme; they are all loved and nurtured by their owners, those generous growers who do so much for charity.

Create your own wellbeing garden

Horatio's Garden and Maggie's are both great examples of beautiful gardens as purpose-built, therapeutic spaces and we are proud to include both in our 2023 garden opening programme. While this may not be in everyone's workplace budget, even a little bit of greenery can help to raise the spirits and a modest raised bed or container can host a range of interesting, low-maintenance plants without busting your budget.

Our top tips for your mini haven

- if you're new to gardening or have limited time to look after your garden, start small to make it manageable
- raised beds of different shapes and sizes can be bought to suit your space. Window boxes and containers are great too
- Add stones or corks at the bottom first for drainage, then a good quality multi-purpose compost on top (peat free)

Planting suggestions:

Healthy herbs – a selection of easy edibles including rosemary, sage and creeping thyme at the edges. If adding mint, make sure it's in its own pot sunk into the ground to stop it spreading and taking over

Sensory planter – use lavender, different coloured grasses, verbena bonariensis for its height and tactile square stems (in raised beds)

If you have a garden in your workplace, we'd love to hear about it – send a picture and story to: info@scotlandsgardens.org

Visit our website for details of the full array of gardens on offer in 2023. scotlandsgardens.org

Liz Stewart
Chief Executive
Scotland's Gardens Scheme

Scotland's
GARDENS
Scheme






Who are the 2022 Queen's Nurses?

The Queen's Nurse Development Programme is an intensive leadership development programme for community nurses and midwives. It blends a range of opportunities and learning approaches including three workshops, monthly coaching, peer support and online gatherings.

This year we are delighted to award the title of Queen's Nurse to 20 new community nurses and midwives. Health and social care professionals who have expertise spanning many specialties and who have demonstrated a commitment to improving care in their communities.

For 2022, we knew it would be challenging and uncertain; after all, the world has changed in so many ways and continues to shift. We also knew that we needed to find a way to support Queen's Nurses who were facing some of the greatest challenges they would ever face in their careers. The last two years have been taxing on everyone—and for many of the Queen's Nurses awarded this year, there have been times when it has felt overwhelming.

Despite uncertainty and change, and all whilst facing the pressures and challenges of Covid recovery, the cohort thrived. Something magical happens when you bring together people from all over Scotland with different expertise and experiences but one thing in common: a desire to make life better for others.



“Something magical happens when you bring together people from all over Scotland with different expertise and experiences but one thing in common: a desire to make life better for others.”

Kenny Barber

NHS Lothian

Community Mental Health Charge Nurse, Midlothian Substance Misuse Service

Inspiring individuals with addiction and trauma to live better lives.



Lorraine Close

Edinburgh Community Yoga Ltd

Outreach Director

Empowering marginalised communities through embodied connection.



Elizabeth Briody

NHS Greater Glasgow & Clyde

Clinical Nurse Specialist/ Team Lead for the Health for All Team

Enabling children and young people across Glasgow, who are on a care experienced journey, to overcome adversity and reach their full potential.



Lorraine Daly

NHS Greater Glasgow & Clyde

Mental Health Nurse Team Leader

Breaking down the barriers to accessing mental health care and treatment for some of the most marginalised communities in Glasgow city.



Lynsey Buchan

NHS Lothian

Health Visiting and Immunisation Team Leader

Driven to tackle health inequalities for children and families in Midlothian.



Nicola Dickie

NHS Grampian

Health Visitor Team Leader

Inspiring others through compassionate leadership to improve the health & wellbeing of the children & families of Aberdeen.



Robert Campbell

NHS Lanarkshire

Senior Nurse for Advanced Nurse Practitioners

On a mission to improve the health and wellbeing of the people of Lanarkshire.

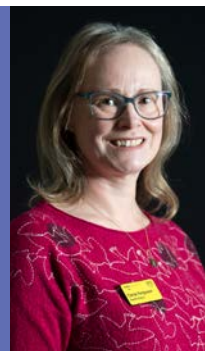


Tania Ferguson

NHS Borders

Health Visitor Team Leader

Making a difference to the health and well-being of children and families in the Borders.



Shirley Catto

NHS Grampian

Neurology Nurse Specialist

Enabling a community of acceptance by calling forth the voices of people affected by Parkinson's and Huntington's.



Colette Fotheringham

NHS Forth Valley

Team Leader, Children's Community Nursing Team

Engaging with staff across Forth Valley to promote person centred care for children, families and one another.



Jamie Hinley

NHS Fife

Mental Health Care Home Liaison Nurse

Championing change to maximise quality of life for care home residents living with dementia.



Jamie Smith

NHS Highland

Lead Nurse - Care Homes & Care at Home

Supporting the delivery of sustainable social care for those who receive and provide it.



Laura McCann

NHS Forth Valley

Community Learning Disability Senior Charge Nurse

Leading the team to ensure people with learning disabilities have safe, meaningful, and loving relationships.



Lauren Spiers

NHS Ayrshire & Arran

Senior Nurse

Passionate about great care for the communities of Ayrshire.



Amanda Pritchard

NHS Tayside

Health Visitor

Supporting and empowering families in the communities of Perthshire to thrive and flourish.



Katie Stuart

NHS Tayside

District Nurse Team Leader

Supporting and holistically enabling the people of Arbroath to meet their goals, with a dash of sparkle.



Laura Rothney

NHS Grampian

Senior Nurse Practitioner

Putting people at the heart of improving addiction services in Aberdeen.



Chrissie Watters

Public Health Scotland

Clinical Coordinator, SNAP team

Making policies work for better real-life experiences.



Richard Sanders

NHS Orkney

Advanced Nurse Practitioner

Responding to the diverse needs of a remote island community.



Andrea Williams

NHS Dumfries & Galloway

Community Charge Nurse - Home Team Leader

Compassionately leading change to develop new ways of supporting optimum health and wellbeing with communities in Wigtownshire.



What have the contemporary QNs been up to?

Kate McConville

"I was honoured to be part of the Capacitar program for Queens Nurses at the end of last year. The Capacitar course teaches simple wellbeing practices which can be learned and shared to empower people. The techniques promote healing and enable people to reconnect with themselves. This was an excellent opportunity for me given the importance I place on this in the workplace. A balanced team is full of individuals who are well connected with their own wisdom. It allows us to provide better care to Residents and promote better outcomes for those in our care."

"Advinia Health Care has been involved in an overseas nurse recruitment program. In October 2022, we had 18 nurses from Africa arrive in the UK to start their induction into nursing in care homes. I was part of their induction program and started the sessions with a Capacitar practice to help ground, centre and reduce any anxieties that my colleagues had. This had a positive impact on the pre-registered nurses. More Capacitar practices are going to

be built into the induction program of the next cohort of overseas nurses due to the positive impact that this had."



Yvonne Manson

"In the last few months, I have been working with care homes supporting enabling environments for people living with dementia. In one of the services, Roselea we worked on personalised door memory boxes. The staff worked with residents and their families to create these personalised boxes. The feedback has been fantastic not only have they supported wayfinding, but they also create talking points and one family member said, 'they give you a snapshot of the person behind the door'.

Joe and Leann (photographed) produced the winning box, but they were all so individual that choosing a top 3 was almost impossible. The boxes show the uniqueness of people and the rich history of their lives. It has been one of my favourite projects this year and the enthusiasm and commitment of the staff, residents and families to create these boxes was heart-warming to experience."

"I have also been supporting a student nurse with a project. She is designing a hospital passport that can be used to support residents who need to transfer from care homes to hospital. It gives hospital staff an overview of how best to support the individual resident with dementia and includes a distressed needs protocol that covers triggers and supports to manage stress and distress. Tiegan, the student nurse has done an excellent job on this piece of work and we hope to pilot it in one service next year and write up an evaluation."



Anne Burns

"The Family Nurse Partnership (FNP) in NHS Greater Glasgow and Clyde celebrated its 10th anniversary in 2022. The Family Nurse Partnership is a person-centred, preventative intervention programme offered to young first-time parents (aged 19 or under) and their children. It is an evidence-based change programme that is delivered in the parents' own homes. It is designed to cover the first crucial 1001 days of life, from early pregnancy until the child reaches 2 years old.



The FNP programme is tailored to meet the specific needs of young parents. Family nurses are experienced, qualified nurses and midwives who undergo extensive additional training to Masters level. This enables them to deliver this structured programme supporting young parents to build the confidence and skills they need to provide the right support for their baby and give them the best start in life.

There are now seven FNP teams across NHS Greater Glasgow and Clyde – four of these are in Glasgow City. To date 1060 clients have graduated from the 2 ½ year programme and we are currently delivering the programme to 350 clients in Glasgow City.

To mark our 10th anniversary, we had a whole team development day on 28th September. We welcomed over 50 members of staff who joined together to celebrate and reflect on our achievements. Our new executive board nurse director Prof Angela Wallace did the keynote address and Janet McCullough Head of Children's services gave an inspiring input about transformational change.

From the 17th -21st October we shared the client and Family Nurse Voice via a Social Media takeover. **#FNPGGC10years**

Our main event was on the 14th November at the Glasgow Science Centre. Prof Angela Wallace our Executive Nurse Director welcomed everyone to the event we welcomed clients – past and present to join us to celebrate their achievements and showcase some of this to the Cabinet Secretary for Health and Social Care, Humza Yousaf. He congratulated the clients on what they had achieved throughout the programme and thanked the Family Nurses and Supervisors for their dedication and commitment. Mike Burns Assistant Chief Officer for Glasgow City did the closing address – talking about the importance of FNP in Glasgow City and how we are working together to share the learning. Families benefited from free access to the Science centre exhibits and the planetarium and had a wonderful time."



Family Nurse Partnership

Changing the world one baby at a time



Some quotes about FNP from the clients and some quotes about the day:

"So much fun, we loved playing while learning."

"Good venue, loved being part of the anniversary and being in the science centre."

"Wow – my daughter said this all day."



Quotes about FNP gathered on the day:

"I couldn't have asked for anymore, my Family Nurse massively helped me. Thank you for all of your help."

"It helped me with the fears and doubts of becoming a new mum and a young mum. The support I got when I had PND was absolutely amazing. I don't think I would have managed without it."

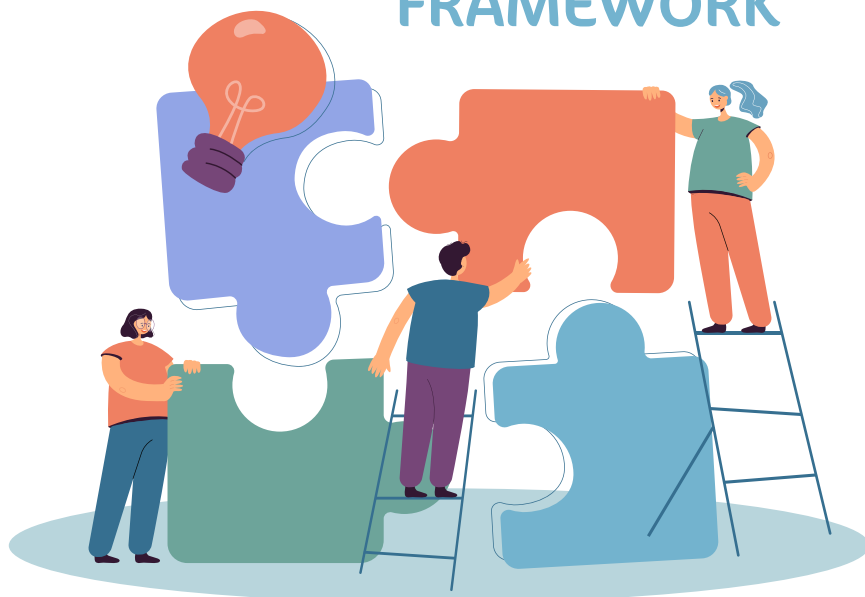
Lyndsey Forsyth

"I have recently joined a Skills and Knowledge Framework – Professional Panel set up to explore in depth the skills and knowledge required for different duty-bearers to fully implement children’s rights in Scotland. The panel, arranged by Together Scotland, is made up of front-line staff and middle management, and provides them the opportunity to share their knowledge, experience and insights. In particular, around what resources would be useful to help them fully realise children’s rights within their work. The panel will also help to co-design and improve the resources and training that will be available to help all workers in Scotland become children’s rights champions. Together Scotland have also created a children and families panel who are also influencing the work."

"As an ADHD Nurse Specialist, I work with a very neurodiverse caseload, and I wanted to ensure that neurodiversity was highlighted and considered as part of this important work. That's why I decided to sign-up and be a part of this panel."

Together Scotland is still looking for other professionals to become involved and more info can be found on their website:
<https://www.togetherscotland.org.uk/>

SKILLS & KNOWLEDGE FRAMEWORK



Fiona Houlihan

"Within the NHS Greater Glasgow and Clyde Children's Services a complex child protocol has been devised and ratified. Following this I have been chairing and facilitating the implementation across acute, community, universal and specialist children's services to test and embed a care coordination plan for children who have complex needs and vulnerabilities. This has been underpinned by GIRFEC and the UNCRC with the aspiration of improving care, collaboration, coordination and communication between health services to create a single child's health plan. This plan will focus on what matters to you and a child centred approach. This exciting work will continue in 2023."

"I have also been working with the newly named Health for All Team to amend the CoramBAAF children's health assessment forms. Nurse-led health assessments will now be more aligned to GIRFEC and UNCRC with a promise to identify and address the health needs of this care experienced group. The aim is to improve their health outcomes for children and young people who are unaccompanied asylum seekers within Greater Glasgow and Clyde now and in their future. The draft is currently out being tested by practitioners in collaboration with service users. Again, we are looking forward to progressing this across the teams in 2023."



The LAC/Vulnerability Health Team within NHS Greater Glasgow & Clyde are excited to announce that from the week beginning 20th June 2022 they will become the...

Health for All Team

We wanted care experienced children to feel loved, safe and respected

Our children and young people helped us find our new name

You will start to notice a change to our letters

#KeepThePromise

Challenges & Opportunities ahead

Nicky Connor

**Chief Officer, Fife Integration Joint Board and
Director, Fife Health and Social Care Partnership
and QNIS Trustee**



Recent years have been extremely demanding for nurses and midwives. They had a pivotal role caring for those impacted by COVID-19 and for sustaining our services, and we are incredibly thankful to them. Here, we look to the next 5 years and the importance of building on our strengths while responding to the challenges, and making best use of the opportunities, that lie ahead.

CHALLENGES FOR HEALTH AND SOCIAL CARE	CHALLENGES FOR OUR COMMUNITIES
<p>Long term consequences from the pandemic</p> <p>An increasingly older population</p> <p>Disease trends towards longer term conditions</p> <p>Increasingly complex health care needs</p> <p>Overall trends in population health and inequalities</p> <p>Increasing pressure on public funding</p> <p>Increasing demand and changing expectations from the public</p> <p>Workforce and recruitment</p> <p>Enabling sustainable improvement and change</p> <p>Adapting to new developments in technology, medicines and digital healthcare</p>	<p>Cost of living crisis</p> <p>Increasing number of families experiencing multiple deprivation</p> <p>Fuel poverty</p> <p>Increase in Health Inequalities</p> <p>Access to health, social care and other services</p>

One significant development is the proposed National Care Service. The National Care Service (Scotland) Bill (The Bill) was introduced to the Scottish Parliament in June 2022. The Bill establishes a National Care Service in Scotland and allows Scottish Ministers to transfer health and social care functions from local authorities and health boards to the new national care service. Much of the detail is still to be designed and agreed with stakeholders, including:

- The number of local Care Boards and the geographic areas they will cover
- Membership of Care Boards and their relationship with the National Care Service structures

- The duties, functions and services Care Boards will be responsible for, both directly and commissioned from other bodies
- Workforce, employment and contractual arrangements (including transfer of staff from local authorities)
- Timetable for implementation (including any shadow arrangements for new CBs)
- Funding arrangements (including direct allocation to CBs, allocation methodology, arrangements for NHS functions (i.e. direct allocation or via NHS Boards)
- Mental Health Services

The next step is for the Scottish Government Health, Social Care and Sport Committee to write a report on The Bill, and then the Parliament will vote on whether The Bill should continue. This is the end of Stage 1 and will probably be early in 2023.

NEXT STEPS FOR THE NATIONAL CARE SERVICE (SCOTLAND) BILL	
Stage 1	The Scottish Government Health, Social Care and Sport Committee write a report on The Bill, and then Parliament will vote on whether The Bill should continue. This is the end of Stage 1 and will probably be early in 2023.
Stage 2	MSPs propose amendments to The Bill.
Stage 3	Parliament votes whether to pass The Bill. This is likely to be in Summer 2023.

The health and wellbeing of the nursing and midwifery workforce is a crucial factor that will influence how well Scotland navigates the complexities ahead, and effective recruitment and retention is likely to be improved if we:

- Provide accessible support and advice in a variety of mediums (media??!) to protect and promote health and wellbeing of nurses
- Provide opportunities for nurses and midwives to flourish and advance along career pathways in the public, independent and third sectors
- Promote and support an inclusive culture of care and compassion

- Ensure nurses and midwives are supported, enabled, empowered and listened to
- Ensure all nurses and midwives have access to clinical supervision appropriate to their role

Finally, this is also a time of great opportunity. QNIS must advocate for the nursing and midwifery workforce, and champion frontline community practice. Outcomes that matter to the people of Scotland are firmly at the heart of all service planning and delivery, and we can help position diverse voices in forums (fora??!) where they can influence with bravery and professionalism.

INFLUENCE IN TIMES OF RADICAL PUBLIC SECTOR REFORM

- We are at a time of both opportunity and risk
- Advocate for the profession
- Outcomes for the people of Scotland at heart
- Position voices in the right forums
- Champion front line community practice
- Evidence the diversity and therefore the reach and the opportunity
- Bravery
- Professionalism

Now it's leadership,
leadership,
leadership...



The Learning Disability Nurse Cohort

Ideas to support others

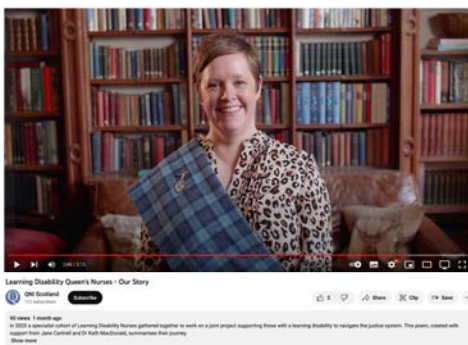
In 2019 the UK celebrated 100 years of Learning Disability Nursing. To recognise the contribution of the workforce, The Burdett Trust for Nursing was looking to support projects enhancing the leadership potential, knowledge, skills and capabilities of Learning Disability Nurses. More specifically they wanted to explore the needs of people with learning disabilities within the justice system. Thanks to funding from The Burdett Trust for Nursing, QNIS was able to run a speciality Queen's Nurse Development Programme for Learning Disability Nurses in 2020.

The programme brought together a group of eight experienced Learning Disability Nurses who were ready to develop their leadership skills. All eight were awarded the title of Queen's Nurse at the end of 2021, following a nine-month journey of discovery. This journey included a joint project focussing on people with a learning disability who become involved in the justice system. The cohort has been working closely with Facilitator Jane Cantrell over the last year to finalise their vision. The group are now well on the way to significantly improving how people with learning disabilities are viewed, treated and impacted by Scotland's justice system.

The cohort have been working to develop a resource that will support professionals within the justice, helping them to better identify and understand the needs of someone with a learning disability. The training resource will consist of an animation and educational poster to be used in custody suites across Scotland. Ultimately this will improve the care journey, creating more robust relationships between the learning-disabled population, the communities in which they live and the justice system that supports them.

Since the programme, the cohort have also contributed to an evaluation report written by Dr Kath MacDonald which focusses on their individual development and leadership journeys. As part of this work, they also created a poem expressing their experience of working together as a group. This poem was recorded and is available on the QNIS YouTube channel.

The first version of the animation and poem were both screened at the 2022 QNIS Awards Event at the Sheraton Grand in Edinburgh to great applause. The official launch date for the animation is coming in 2023, so please keep an eye on the QNIS website.



Whilst the primary beneficiaries of this project will be those living with learning disabilities who could become involved with the justice system, there is a secondary expectation that the project will result in heightened respect, influence, and recognition for Scottish Learning Disability Nurses. We hope too, that this high-profile work will encourage more interest from students considering Learning Disability Nursing as a career. The justice system will also benefit. Having the knowledge to provide the right resources and

the right level of care, will ensure more people who need support to stay healthy are able to maintain a sense of wellbeing within the system.

This specialist cohort of Queen's Nurses are adapting environments within the community to ensure equality and understanding are at the heart of all service provision.



Our new statement of purpose

Introduction by Clare Cable, Chief Executive and Nurse Director

2016 2017 2018 2019 2020

Back in 2019 we were reviewing our five-year plan, which started in 2016 and took us to 2020. We set up a 'Way Forward' group to discern our direction, sensing that we needed a clear purpose as our compass point, whilst leaving space to be responsive to a changing landscape. Little did we know what an enormous change was coming over the horizon and the Covid 19 pandemic has fundamentally shifted the way we all work, accelerating innovation, whilst bringing into sharp relief the fragility of our systems and the widening inequity in our society.

At the end of 2019 we knew that we were living with uncertainty, but since 2020 the level of continuous disruption has sometimes felt destabilising; challenges which are environmental, economic, geo-political and public health.

Against this backdrop planning is hard. What we think that the charity might need to be doing in 2026 is difficult to tell and so our commitment to purpose and priorities seems wise. We will not let our compass shift from our core purpose, but we may express this slightly differently as we balance the needs of those we serve, with the income available and a changing context.

QNI is here for Scotland's community nurses and midwives. At the heart of everything we do is compassion, enabling practitioners to find their sense of agency, to be able to articulate their contribution with confidence and be the best they can to support the people of Scotland to live and die well. As nurses we have an important role to play in advocating for the needs of citizens whose voices are rarely heard, addressing the Inverse Care Law by ensuring that those who need services most can access the support they need. We are living in a time of climate emergency and alongside social justice we are working with others to explore our contribution to climate justice.

We spent a great deal of time trying to articulate our purpose clearly and succinctly. We listened to the views of our QNI community, then staff and trustees spent many months finding the right way to express what we wanted to say using words that made sense to us all. Writing statements as a group is never easy but we hope that what we have come up with resonates with you. So, this is our new statement of purpose, and we'd welcome your comments:

QNI supports, develops and inspires Scotland's community nurses and midwives to be agents for health improvement and catalysts for social change. We help them develop their expertise to drive positive action to build a healthier, kinder, fairer, greener Scotland.

Of course, a statement of purpose is important but doesn't tell people what we do and so we have summarised our priorities as follows:

We do this by supporting nurses and midwives to:

- initiate and lead community projects that tackle health and care inequity, sustainably and in partnership with local people
- be compassionate, creative and courageous leaders in their communities by providing challenging and inspiring transformational development programmes
- build connections with a wide range of stakeholders to co-produce hopeful, research-informed responses to Scotland's public health challenges
- demonstrate their extraordinary scope and impact on Scottish society by advocating for the professions
- focus on their own wellbeing and promoting the fellowship of retired Queen's Nurses

As part of the launch of our new statement of purpose we invited responses from staff, Fellows and Queen's Nurses, some of which you can read below.

Sarah Doyle,
Deputy Nurse Director, QNIS

Health is not made in hospitals, it's made at home.¹ It's made in neighbourhoods and local streets, in our gardens and out on the hills, on rivers and in lochs. In schools. Even in museums, cafes, and music venues. These places and spaces help us flourish.

We know from research that many wider determinants of health are important, like access to healthy food and knowing how to cook it, a proper living wage, a sense of meaning and purpose, social connection. All of these things make a difference. However, we also know that many people do not have the opportunity to access what they need in order to stay healthy, and this creates health inequalities.

Health inequalities happen when people face unfair differences in health due to things like where they live, how much they earn, what kind of work they do, whether they are socially included, what kind of healthcare is available to them and a whole range of other factors including protected characteristics. Health inequalities lead to earlier deaths, lost years of healthy life, and intergenerational effects from traumatic experiences.²

What's really important though is that health inequalities are also very often avoidable. There are things we can do to make life fairer for the people affected. At QNIS we support community nurses and midwives to work closely with community groups and people who use healthcare services, and to initiate and lead projects that improve health and reduce inequity.

There are multiple different ways to do this – sometimes our project leads focus on adapting existing services to better meet the needs of disadvantaged groups, and sometimes they create entirely new models of care. Always, though, the emphasis is on partnership and listening to the people affected.

Health inequalities happen when people face unfair differences in health due to things like where they live, how much they earn, what kind of work they do, whether they are socially included...

We are incredibly proud of what is achieved when Scotland's community nurses and midwives use the support and resources* we offer and collaborate with others to make changes. Here are some examples:

- Mental health nurses leading ambitious outdoor activities, including intensive support, for young people recovering from psychosis (with Venture Scotland)
- Family nurses improving financial literacy and access to benefits for very young parents experiencing enduring poverty (with Greater Easterhouse Money Advice Place)
- General practice nurses creating approaches to cervical cancer screening programmes that improve their accessibility for those who have experienced sexual violence (with the Resilience Learning Partnership)
- Family nurses creating access to book-gifting for very young mums, to enable parents to read with their babies (with the Dolly Parton Imagination Library and North Lanarkshire Library Services)
- Health promotion nurses supporting people struggling with addictions and homelessness to connect with local community activities like gardening and yoga that they'd normally feel entirely excluded from (with a local yoga instructor and a local countryside ranger)

Midwives ensuring the voices and experiences of women and their families inform the development and delivery of local perinatal mental health services (with Homestart East Highland)

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2. Williams, E.; Buck, D.; Babalola, G.; and Maguire, D. (2020) What are health inequalities? The Kings Fund. Available at: <https://www.kingsfund.org.uk/publications/what-are-health-inequalities>



*We are grateful to The National Lottery
Community Fund 2019-2021

Julie Churchill,
Lecturer in Community Nursing, Queen Margaret University
Queen's Nurse, QNDP Facilitator and Senior Fellow
(Honorary), QNIS

Listening to the squeals of delight, watching the hugs, the greetings between what appeared to be long-lost friends: I couldn't help but smile. 'You look different' I heard from the end of the room. 'There's definitely something different about you. No..., don't tell me....'

There's something different about you.

I lost count as to how often I heard this said during the three days together at Balbirnie House, as we gathered for the last residential of the 2022 Queen's Nurse Development Programme.

As a facilitator with this year's group (still pinching myself!), I witnessed community nurses and midwives who claimed just to be doing their job' or 'doing what anyone else would'. In fact, these Queen's Nurse candidates were going far above, they were being extraordinary. The cohort's passion and commitment to tackle health and care inequity was astonishing, but not surprising. The insight and future focus shown proved that while our health and care services may at present be in a less than favourable place, our future leaders are, to quote Barack Obama, 'Fired up, ready to go!' Alongside this drive and passion, were courage tempered with true compassion, and oodles of humility. The pride felt by individuals for their profession was profound. And only with this level of pride can you expect rage. Rage at the injustice, inequalities, and downright 'unfairness' that so many in our society experience.

Sitting in the room with this remarkable group, I took myself back to when everyone gathered for the first time in March. Then there was a stiffness, a formality. But now? That had all been blown away. Gone was the guarded behaviour, the 'correct responses.' By allowing people time to 'just be' and to be themselves, the interactions had blossomed, it had become a space for rediscovery. The Queen's Nurses had been challenged to deeply reflect on a personal level, to clearly identify their own values and beliefs, and to challenge when these were being compromised. They were focusing on their own wellbeing, recognising that person-centred care means 'me too.' Here I was, sat in the midst of compassionate, creative and courageous leaders, all building connections with a wide range of stakeholders to co-produce responses to Scotland's public health challenges.

I often get teased for the number of times I say I am 'privileged' to be part of something, to witness an event, or be invited into other people's worlds. I don't use the adjective lightly. To catch a glimpse of something extraordinary does indeed feel a privilege, a moment to savour life, and give thanks.

And I was obviously not alone at Balbirnie in feeling this. The gratitude, awakening, realisation, restoration, and the level of emotion which arose, was palpable among the group. Many a tissue was needed: people struggled to speak through their emotions. Hugs and supportive gestures were in abundant supply. The 'Queenie Magic' was at play. This is what was different about people.

I am, indeed privileged to be part of something extraordinary.



The Queen's Nurses had been challenged to deeply reflect on a personal level, to clearly identify their own values and beliefs, and to challenge when these were being compromised

Compassion is about helping alleviate or reduce the suffering of someone else. When we think of compassion for others, we need to understand that they are suffering



Hilda Campbell receiving her MBE for services to Mental Health and Wellbeing in the community in Scotland during Covid.

**Hilda Campbell MBE,
CEO, COPE Scotland
Fellow (Honorary), QNIS**

COPE Scotland recognises the difference Scotland's community nurses and midwives make in the lives of individuals and the communities they support. The Catalyst for Change stories on the QNIS website are examples of the inspiring stories of nurses, acting as catalysts for improvement in a changing world where people's health can and regularly does face new challenges on many levels. The Covid pandemic and cost-of-living crisis are just two far-reaching examples among many more. Scotland needs a nursing workforce who are there to support people through whatever crisis is happening in their own health and wellbeing.

However, nurses and midwives need to remember that their wellbeing matters, too. Entering the profession of nursing does not make you immune to the impact of your own health challenges or those of a loved one. It doesn't mean that you avoid the affect of a cost-of-living crisis or the weight of working in a, sometimes, high stress environment. The price we might pay for our compassion, if we do not practice self-care, is compassion fatigue, burnout, perhaps leaving the profession all together. Now more than ever, Scotland needs the nursing workforce.

Recognising the regular stresses faced by nurses and midwives, COPE Scotland were delighted to partner with QNIS on their 2022 wellbeing programme. To complement the work of Capacitar, our focus was on the message 'You matter too, please make time to focus on your own

wellbeing' To support this we offered a nurse's wellbeing and resource booklet, lunchtime wellbeing sessions, training for trainers so that others could offer the lunchtime wellbeing session, blogs, and online materials including exercises on how to live in the moment. These materials were developed after listening to nurses. The materials seek to promote the message that focusing on your wellbeing is not selfish, it is not self-indulgent, in fact it is necessary for your survival. No battery no matter how strong can run on empty forever. Batteries need time to recharge, and so do nurses.

Compassion is about helping alleviate or reduce the suffering of someone else. When we think of compassion for others, we need to understand that they are suffering. Having compassion for ourselves means we need to acknowledge that we are in pain. Once we accept that we are suffering it becomes easier to use compassionate language towards ourselves. We will want to do something to help alleviate or reduce that suffering. We become able to offer ourselves kindness and understanding, not to judge, criticise or reform attitudes, but to accept that a part of us is sad and another part of us wants to help.

When offering support to others we allow the focus to be on their wellbeing, but we all need a space where we can relax that brave face. You can't always be the one who keeps it together for everyone else. Self-compassion means admitting that some days are more difficult than others. Always ask yourself what you can do in that moment to comfort and care for yourself. Know you are not alone. There are people who care about you too.

Alison Jarvis & Carol Crowther, Staying in Touch Coordinators QNIS

Carol Crowther and Alison Jarvis recently started in the new Staying in Touch role. Carol shares some of their initial thoughts and reflections.

It has only been a few months since we started in the role of supporting the retired Queen's Nurses (rQNs) – nurses who undertook their Queen's Nurse training prior to 1969. I say a few months but with pre-planned holidays it has been more like a few weeks as Alison and I are doing the 2 day/week post as a job share so only working the equivalent of one day/week each!

The rQNs have said previously that they value fellowship, connection, support and the recognition of their identity as a Queen's Nurses. Fellowship is not a word I was overly familiar with in this context, friendship - yes, connection - yes but fellowship, what exactly does that mean?

The word fellowship comes from the Greek word Koininia-meaning 'holding something in common' and there are several references to fellowship in both the old and new testaments of the Bible, emphasising the importance of sharing and supporting each other. Being a typical internet user, I searched to see what the oracle (Google) had to say and this one reflected my understanding best "a friendly relationship marked by ready communication and mutual understanding".

Ok, so far, so good, I felt I was starting to understand the use of the term fellowship. Having met some of the rQNs, my goodness the strength of camaraderie around their shared experience was palpable. Being a QN is clearly something very special and unique. I really do believe, having listened to their stories, that many were so dedicated as to be married to their jobs. Particularly some of those nurses who worked in the far-flung parts of Scotland. Sent to support the health needs of the population they provided true public health, holistic, person-centred care. The narratives they share from their working days are just amazing and, for some of us, now hard to imagine. That shared history is surely what binds these nurses together, a sense of holding something in common really is what it is all about.

This band of nurses, made up predominantly of women, who pioneered many innovative changes in nursing and, indeed, in the provision of community health care are inspiring. Many contemporary nurses use the phrase 'standing on the shoulders of giants' after meeting them. It really does feel a privilege to be part of their support network.

Alison and I are keen to connect with as many of the rQNs as we can and to help facilitate them to feel connected with each other, and to feel valued and supported by the Institute. From what we have seen and heard, the majority of the rQNs are fiercely independent but being based all over Scotland, meeting up as a full group has become more difficult. We are always keen to recruit more volunteer visitors to ensure our connection to this fellowship remains strong.

It will be a very rewarding challenge to support these pioneers of community nursing.



Having met some of the retired Queen's Nurses, my goodness the strength of camaraderie around their shared experience was palpable. Being a QN is clearly something very special and unique.

Catalysts for Change

Our Catalysts for Change funding programme began in 2015. Initially we funded 6 community nurses/midwives per year, providing up to £5,000 each to enable them to deliver a small practice development project. Following a pause and programme review in 2018, a partnership with The National Lottery Community Fund (TNLCF) increased the funding available to support up to 12 projects per year for two years, with a specific focus on addressing health inequalities. We are currently refreshing our approach and exploring potential new sources of funding.

The boxes on the next page lists all 23 projects funded 2019-2022 and describes a very wide range of project activities undertaken by community nurses and midwives comprising an incredible thirteen different job roles.

We could tell you much more about the impact of all these projects, but there aren't enough pages in this annual review to do that! So, we've picked two to describe in more detail.



COMMUNITY FUND

12 PROJECTS
per year for two years



VENTURE SCOTLAND

The first saw community mental health nurses partner with Venture Scotland to deliver ambitious outdoor adventure activities for a group of young people recovering from psychosis. Psychosis is a serious mental health condition, associated with high rates of suicide, poverty, and burden on carers, as well as poor physical health for the person themselves: these young people needed intensive support from skilled mental health nurses and skilled outdoor leaders in order to be able to plan, undertake and enjoy these outdoor activities. In the end, the young people camped, trekked, stayed overnight in a remote bothy, made pizza in an outdoor oven on a hillside, went weaselling (it's a bit like caving or potholing) - and had some transformational experiences of working together and accomplishing things they didn't know they could.



Dolly Parton's IMAGINATION LIBRARY

The second project was a partnership between family nurses and the Dolly Parton Imagination Library, and focused on book-gifting and book-sharing for the babies and children of very young parents. 65 families received an age-appropriate, free book every month, which became something of a lifeline for parents who could not afford to purchase their own books and did not feel able to use their local library. Through book-gifting and book-sharing they were supported to read for and with their children. They also developed their own confidence and interest in books - and initiated a lively book swap with the family nurses, including grandparents and wider family members as well!

Neither the nurses nor the third sector agencies they partnered with could have delivered these projects unless they worked together to combine their knowledge and skills. That's what we think is so unique about the Catalysts for Change funding programme - it generates exciting partnerships between the NHS and third sector,

which together achieve more than either could achieve separately. Over the next few months, we are completing our evaluation of the activities of the last few years to help us develop the programme further and to secure additional funding.

1 Family nurses increasing book ownership and improving core literacy skills for very young parents and language development for babies

2 Mental health nurses providing highly supported outdoor educational opportunities for young people recovering from a first episode of psychosis

3 Health visitors providing baby massage and baby wrap and walk classes, and training for facilitators, for a community with few existing resources

4 Dementia nurse consultant providing a programme to improve the psychological wellbeing of family carers

5 Mental health nurses enabling provision of specialist financial advice for people discharged from secure forensic mental health facilities

6 Midwives ensuring perinatal mental health service development is informed by the voices and experiences of women and their families

7 Family nurses increasing book ownership and parent-infant relationships for babies and very young parents



8 Community health nurses providing and improving access to community activities such as yoga, for severely marginalised populations

9 Community infant feeding nurses supporting breastfeeding mums by improving awareness in wider family networks

10 Mental health nurses providing trauma-informed access to cervical screening for those who have experienced sexual violence

11 Family nurses developing a local peer support network to encourage and support breastfeeding among very young mums



12 Respiratory nurses improving early respiratory diagnosis and intervention for people reluctant to access mainstream services

13 Community health nurses providing group-based social support to engage severely marginalised populations in health and wellbeing activities to improve physical and mental health



14 Learning disability nurses improving pregnancy care and parenting support for parents with a learning disability

15 Mental health nurses providing programmes of activities for socially isolated young people and supporting them to attend

16 Learning disability nurses adapting existing resources to teach emotion regulation skills for people with learning disabilities

17 Care home nurses introducing Namaste Care for people with advanced dementia and their families

18 Family nurses promoting economic self-sufficiency through improving financial literacy for very young parents and their families

19 Community nurses co-designing a resource to help them, and others, deal with secondary traumatic stress

20 Community yoga programme co-produced with and for women affected by trauma



21 School nurses taking a whole school approach to improve resilience in pupils primary 4 - 7



22 Respiratory nurses improving respiratory health and reducing social isolation by creating a supported community singing group

23 Cancer specialist nurses enabling psychotherapeutic help for young children affected by their parent's cancer diagnosis

Healthier Pregnancies, Better Lives

Scotland's Coalition for Healthier Pregnancies, Better Lives is a coming together of organisations, community groups, academic units, funders and key individuals united by a commitment to do exactly what it says on the tin. The 80+ founding Partners will do what they can to help all prospective parents across our nation actually get what they already desire: a safe pregnancy, a healthy baby and a thriving family.

One year ago, the HPBL Coalition was just an idea. Today, it is a reality.

And yet, its existence defies the odds.

When the invitations went out from the Queen's Nursing Institute Scotland, the Covid pandemic was continuing; the cost-of-living crisis was looming; and, nearly all the Partners

were overstretched and under-resourced. On top of those disincentives, it was explicit from the outset that this would be a coalition of DO-ers. Not a talking shop. Not a group of signatories telling others what to do. Not just lending their good names to an important cause.

The price of admission as a Partner was the promise to take at least one new action (large or small; local, regional or national) every year. Their actions would advance healthier pregnancies, better lives - equitably and meaningfully in each Partner's own work, community, network, and sphere of influence. The potential cumulative impact of 80+ influencers all facing the same direction throughout Scotland is breath-taking and heartwarming.

There are six categories of HPBL Coalition Partners:

Coalition Partners

ORGANISATIONAL

Example:
Voluntary Health Scotland, Barnardo's Scotland and the Scottish Academy

COMMUNITY

Example:
Amma Birth Companions, 3D Drumchapel and Fife Gingerbread

ACADEMIC

Example:
NMAHP Research Unit (Stirling), Scottish School of Primary Care (UHI) and Mother & Infant Research Unit (Dundee)

QUEEN'S NURSE

Example:
Lorna Dhimi QN, Elizabeth Smith QN and Inger McGowan QN

INDIVIDUAL

Example:
Prof Sir Harry Burns, Dr Mary Renfrew OBE FRSE and Karyn McCluskey

FUNDING

Example:
Cattanach and The National Lottery Community Fund (Scotland)

Healthier Pregnancies, Better Lives has also benefitted from an insightful, dedicated Steering Group, with QNIS Trustee, Rhona Hotchkiss, as Chair and Dr Patricia Jackson as Vice Chair. In addition, there are more than a dozen distinguished UK and international HPBL Advisors. For example, Professor Sir Nicholas Wald (whose MRC Vitamin Study proved that sufficient folic acid (Vitamin B9) prior to pregnancy prevents the vast majority of neural tube defects, who has worked closely with us on influencing the UK Government to adopt fully effective fortification. Similarly, Dr Karin Hammarberg (Monash Univ, Australia) has authored articles with us on embedding preconception and interconception health into primary care.

This has truly been a team effort. Together we have; launched @HPBL_Scot, published more than two dozen HPBL blogs on the QNIS website, conducted surveys and Listening Sessions with practitioners and patients across Scotland, and, made presentations to governmental and Third Sector bodies promoting the work of HPBL. In addition to the leadership of QNIS Chief Executive and Nurse Director, Clare Cable, our two consultants Michele Stranger Hunter

and Professor Moira Plant have played pivotal roles. The daily diligence of QNIS staff Lisa Lyle, Tasha Prigmore and Kyle Wilson have kept HPBL reaching out and going forward. And a special word of appreciation goes to Joan Gracie QN, who was the first Queen's Nurse to embrace this new initiative.

Healthier Pregnancies, Better Lives started as an idea, became a programme, is now a coalition - and is moving toward the audacious aspiration of becoming a Scottish movement for societal change. Together, we can accomplish our shared ambitions.

The term 'conspiracy' has come to have a negative, even threatening meaning. However, it is relevant to recall that the original meaning of 'conspire' was 'To breathe together as one' - far more positive and almost poetic. In this light, Scotland's Coalition for Healthier Pregnancies, Better Lives could, and should be seen as a constructive, compassionate 'conspiracy' - Partners coming together to improve Scotland's lives and life chances.



Complexity and Adversity Network



Thanks to funding from the Burdett Trust for Nursing, we have developed an exciting Complexity and Adversity Network, a 10-month programme of online workshops for community nurses and midwives working in primary care in socio-economically deprived areas.

We know that populations in these areas have much greater rates of adverse childhood experiences. This matters for later relationships, including relationships with primary care services. The more we recognise the impact of adversity, the more we must adapt our clinical practice and the organisation of services to account for the ambivalence felt by traumatised people when they access healthcare.

There are often challenges with recruiting and retaining clinicians in socio-economically deprived areas and these factors combine to propagate the ‘inverse care law’ where access to healthcare is often poorest for those who need it the most.

– Dr Sarah Doyle and Dr Carey Lunan

Building on the work of Scotland's Deep End GPs, each of the ten workshops focuses on the importance of the

relationship between the person receiving care and the person providing it. By drawing on contemporary psychodynamic ideas, the workshops deepen participants' abilities to understand how this relationship works, make sense of all the things that influence it, figure out how to respond in ways that strengthen it and help support us in the work we do.

We have 45 participants from 9 different health boards in Scotland, including school nurses, district nurses, health visitors, midwives, mental health nurses and general practice nurses.

All the participants attend monthly 1-hour seminars together, with expert speakers discussing topics such as:

- Early experiences of deprivation and neglect and the impact on relationships in later life
- Substance misuse and addiction and their role in coping with psychic pain
- Psychodynamic perspectives on homelessness and poverty
- Interpersonal dimensions of trauma and traumatic grief
- The experience of chronic physical ill health and pain
- Exclusion, displacement and otherness in severely marginalised communities

Each participant is also allocated to one of five small reflective practice work discussion groups, which meets immediately after the seminar and is facilitated by an experienced clinician with psychoanalytical training.

Many of those we collaborate with have found that psychodynamic ideas help to sustain more thoughtful and reflective ways of providing care. And just as important, learning more about our relationships with others also helps us pay attention to our own psychological needs. We know that professionals providing care are people too. Having skilled support and well-facilitated space to think can make the difference between drowning and flourishing in our work.

We are delivering the programme with support from Human Development Scotland.

Staff delivering healthcare in more socio-economically deprived settings must be supported to understand and navigate the complex interpersonal relationships that can often arise when caring for people who have experienced significant adverse experiences, often exacerbated by lifelong poverty.
– Dr Sarah Doyle and Dr Carey Lunan



C3 Community Health Engagement Solutions (CHESS™)



This partnership with C3 enables us to support three Queen's Nurses as they pilot the CHESS™ evidence-based mobile tool in and with their local communities. The tool provokes lively discussions between nurses, community agencies and local residents as everyone casts a thoughtful eye over the health promoting and health limiting features of their streets and neighbourhoods. A huge proportion of deaths worldwide are caused by non-communicable diseases like cardiovascular disease and cancer, many of which are preventable by eating well, not smoking, and regular physical activity. The CHESS™ tool helps people explore how easy or difficult it is locally to buy fruit, vegetables and healthy grains, and what kinds of safe, accessible indoor and outdoor options there are for walking, running, cycling and other forms of physical activity.

This project also offers a modest amount of funding to help create a healthier neighbourhood – it is provided to

each of the three Queen's Nurses so they can work closely with local residents and partners to decide how best to use it. When communities get involved, and are able to choose and direct activities, outcomes tend to be much better. It's interesting that in Inverclyde and Aghmuty, Queen's Nurses Alison Bunce and Jennifer Grant have worked with very different groups of people and yet both areas chose to prioritise refreshing and extending local community gardens to include growing and sharing fruit and vegetables. In Inverclyde, the project is also developing a wellbeing walking trail with information about local flora and about healthy eating. In Aghmuty, the young people involved hope to combine community gardening activity with the creation of more opportunities for social interaction across age groups, thereby improving community and individual wellbeing. We look forward to hearing more about how these projects evolve in the remaining months of the pilot.

Achievements



Royal College
of Nursing

NURSING AWARDS



Royal College of Nursing, Nursing Awards: NURSE OF THE YEAR

WINNER

ALISON BUNCE

Compassionate Inverclyde

An inspirational nurse who tapped into the kindness of a community to support people in crisis has been named RCN Nurse of the Year 2022.

Queen's Nurse Alison Bunce founded and continues to lead Compassionate Inverclyde, a growing and self-organising collaboration of ordinary people, faith groups, voluntary organisations and businesses.

This social movement works alongside healthcare professionals to support people in crisis.

Alison, who received her award at a ceremony in London on October 6, was chosen from 530 nominees. She won praise for the ambition and imagination she has shown for her community, and the impact her leadership has had on the people receiving support and volunteers.

Delighted to be named RCN Nurse of the Year 2022, she says: "It endorses nurses being in positions that are creative and innovative. I've been very proud to be a nurse since I started my training in 1981 and I try every day to be a role model to other nurses and the people I work alongside who want to make a difference."

Compassionate Inverclyde volunteers support a wide range of people in the community. Companions sit with people who would otherwise be alone in their final hours of life and new mothers are befriended and supported in breastfeeding. Volunteers offer toiletries and night clothes to people admitted to hospital in an emergency, and fill and deliver 'back home boxes' to inpatients living alone who are discharged home.

A volunteer-led community support hub provides a place where socially isolated people can find company, and people receiving palliative care at home are visited and kept company. Helpers make up and distribute comfort bags to people caring for a loved one in hospital.



"I've been very proud to be a nurse since I started my training in 1981 and I try every day to be a role model to other nurses..."

Achievements



UNITED KINGDOM ASSOCIATION OF FORENSIC NURSES AND PARAMEDICS

JULIE TEKIN AWARD 2022

For Outstanding Contribution in Forensic Healthcare

WINNER

JESSICA DAVISON

NHS Lothian

The UK Association of Forensic Nurses and Paramedic's Julie Tekin Award for Outstanding Contribution in Forensic Healthcare recognises an individual or team who have made a significant contribution. Last year was the second year of the award following the sad passing of the association's Treasurer, Julie Tekin. Julie was a Senior Forensic Nurse in a Sexual Assault Referral Centre in the North of England. In addition to her role with the association and her full-time job, Julie was an innovative, proactive trailblazer for teaching about consent and capacity to young adults in schools and colleges.

Jessica was nominated for successfully campaigning for the development of the Advanced Clinical Forensic Practitioner programme and developing the specialty of police custody and forensic examination nursing in Scotland. Currently, nurses in Scotland are unable to undertake the lead forensic medical examinations for people following cases of sexual assault and rape. However, this programme will enable NHS boards throughout Scotland to support the trauma informed Forensic Medical Services (Victims of Sexual Offences) (Scotland) Act 2021. The act ensures all persons who have survived rape and or sexual violence receive the care they deserve at the point of need.

Jessica said was touched to be nominated, she says:

"I was very moved to be nominated for this award by my peers who have supported and encouraged me in my work across many years. I am delighted to receive the Julie Tekin award and I wish I had met her. The commitment we show every day for our patients in police custody and examination suites is exacting, and our communities deserve to have the best that we can be. Although my name is on the award, there is no way I could have achieved any of this without the energetic support of colleagues all across the Justice setting. Thank you."



Queen's
Nurse

"Although my name is on the award, there is no way I could have achieved any of this without the energetic support of colleagues..."

Achievements

ScottishHealth AWARDS 2022

NURSE OF THE YEAR

WINNER

BRENDA KIRK
NHS Greater Glasgow & Clyde

Sponsored by
UNISON NHS Glasgow
Clyde & CVS Branch

It is with great pride that we give congratulations to Queen's Nurse Brenda Kirk – Team Leader and Clinical Nurse Specialist Disability in Renfrewshire Community paediatric nursing team. Winner of the Scottish Health Awards 2022 Nurse of the Year, Brenda was awarded at a ceremony held on the 3rd of November in Edinburgh. In her submission she was described by fellow Queen's Nurse Fiona Houlihan as:
"A nurse who stands tall and proud for the work delivered every day to every new child and family referred".



CARE FOR MENTAL HEALTH AWARD

WINNER

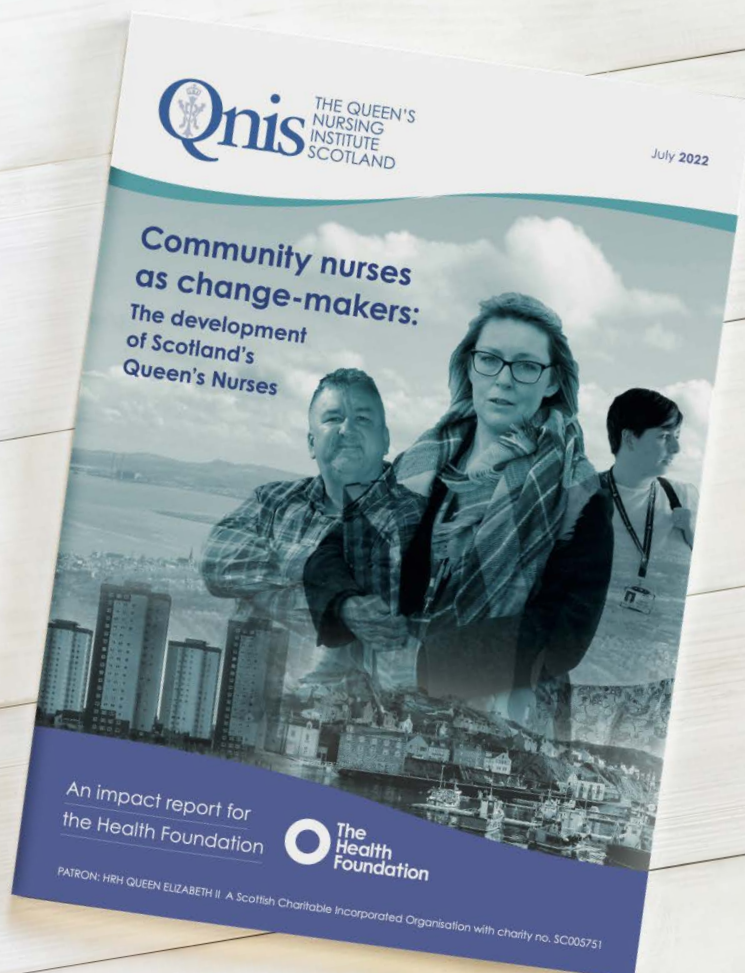
TRAUMA INFORMED CERVICAL PROJECT TEAM
NHS Forth Valley



The Trauma Informed Cervical Screening project is innovative and crucially important in addressing the healthcare needs of people eligible for cervical screening with a history of sexual trauma who would otherwise not attend or are at risk of re-traumatisation during this vital preventative screening procedure. The project team are a great example of willingness to collaborate, with the team having developed a cohesive partnership and seamless service which directly improves the health of people who use the service, addresses inequalities and surfaces unmet need.

The project is a shared development between the Behavioural Psychotherapy Service Trauma Clinic The Meadows centre for Sexual Assault and Gender Based Violence and Resilience Learning Partnership Expert by Experience organisation. They have been invited by Scottish Government to explore how this can be developed at scale across Scotland.

Achievements



The Health Foundation Impact Report

At the QNIS Awards Event on the 2nd December at the Sheraton Grand in Edinburgh, we launched our completed impact report on the Queen's Nurse Development Programme. The report was produced thanks to generous funding and support from The Health Foundation and we were delighted to have Laura Wallace from The Health Foundation in attendance at the event.

This piece of work examines the reach of the Queen's Nurse Programme within Scotland's communities and the influence of the programme on addressing inequality. An online version of the report is available on the QNIS website, and we are also pleased to have developed a short film 'Scotland's Queen's Nurses: Compassionate Disrupters' which summarises this remarkable story. You can watch it on our YouTube channel QNI Scotland.



Qnis Fellowship

Dr Linda Pollock

Congratulations to Dr Linda Pollock who was awarded a QNIS Fellowship in December 2022. The award was presented to the former Vice Chair of Council at the QNIS awards event held at the Sheraton Grand in Edinburgh.

Dr Pollock served as a Trustee for eight years, following a distinguished career as a pioneering community nursing leader. She has brought great experience of community nursing leadership, research and practice, and a real commitment to excellence in governance. As a Fellow we invite Dr Pollock to continue supporting QNIS, helping the organisation to extend the reach of our work, as well as, we hope, benefiting from the connection.

The QNIS Fellowship award aims to create a community of support for the Institute, recognising the inspirational individuals who continue to provide expert advice on practice, education, research, policy and integrated care design. We wish to extend our thanks to Linda for all that she has done for the organisation to date, and we hope this is the beginning of new chapter in our journey together.



Long Service Awards

Community Nursing Awards 2022

This year we have focused on issuing long overdue Awards to those Community Nurses that were unable to be honoured at an event during the pandemic. In total 41 Awards were sent out to individuals with a collective career span of 1,132 years!

We have also been delighted to see the return of Long Service events, where Community Nurses can at last be celebrated in person.

In October NHS Ayrshire and Arran held an internal event to recognise long serving nurses within the East Ayrshire Children and Families Service.

NHS Tayside also held an event in October. QNIS Trustee Jane Walker kindly attended as our representative and was thrilled to be able to attend an event in person for the first time in over two years. She writes:

On the 19th October QNIS long service awards were presented to 23 community nurses at the Carnoustie Golf Hotel. Over 450 years of community nursing experience were represented from those working in mental health nursing, district nursing, health visiting, leadership and management roles. This special event was celebrated at this impressive venue with afternoon tea.

Long service award presentations are always very special occasions, they remind us of the very considerable contribution made by nurses working in the community over many years. It is an opportunity to value their commitment and service and to offer congratulations on reaching an important milestone.



Lorna Dharni, Brenda Kirk and Alison Jarvis at the Greater Glasgow and Clyde Long Service Awards.

Roll of Honour



Hazel Allen	Carol Lewis
Kay Gray	Susan Simpkins
Lesley McKen	Hazel Corbett
Abigail Andrews	Craig Lewis
Fiona Greig	Cathanna Smith
Gayle McKenzie	Lynn Crombie
Maureen Badavi	Anne MacDonald
Lindsey Griffin	Jacqueline Smith
Margaret McLoskey	Margaret Cruickshanks
Susan Baverstock	Dorothy MacDonald
Hazel Hebditch	Jan Smith
Carol Millar	Gladys Currie
Elaine Bennett	Jean MacDonald
Anne Henderson	Mary Smith
Gillian Mills	Jamesina Currie
Jennifer Berry	Margaret MacDonald
Janet Anne Henderson	Jennifer Stariski
June Milne	Mairianne Currie
Morag Beverstock	Christine MacIntyre
Gillian Henry	Karen Stewart (NHS GGC)
Wilma Mitten	Gail Denovan
Angela Binnie	Lorraine Mackie
Gillian Heron	Karen Stewart (NHS Lanarkshire)
Christine Moultrie	Morag Devitt
Dawn Black	Rachel MacLean
Margaret Hopkins	Karen Storrie
Moira Murray	Mark Donnelly
Denise Black	Catherine MacNeil
Mary Horne	Joan Strachan
Clare Nisbet	Susan Dunbar
Marie Brown	Norrie MacRitchie
Janice Janeczko	Isla Syme
Lesley O'Donnell	Alison Duncan
Jennifer Burns	Elaine Mawer
Elizabeth Johnson	Eleanor Thomson
Sally Orange	Fiona Duncan
Maureen Burns	Jane Maxtone
Margaret Johnston	Sharon Valentine
Alison Prentice	Rowena Ellam
Julie Cairnduff	Marie McCardie
Lesley Joliffe	Pauline Waugh
Celia Quinlivan	Anne-Marie Gallagher
Elizabeth Campbell	Alexandra McColl
Joan Kennedy	Phyllis Weighill
Carol Raeside	Lynne Gordon
Fiona Campbell	Louise McCrory
Jean Kiciuk	Heather Weir
Fiona Roden	Sandra Gourlay
Janet Campbell	Karen McEwen
Lorna Kirk	Alison Wragg
Jacqui Ronaldson	Elizabeth Gow
Carol Cartwright	Marie Charlotte McGinty
Dolina Laing	Deborah Young
Barbara Rose	Mary Graham
Amanda Clark	Helen McIntosh
Patricia Laing	Brenda Kirk
Caroline Shotter	
Fiona Connelly	

A Fond Farewell

“Trustees and staff of the Queen’s Nursing Institute Scotland would like to express their sadness at the death of QNIS’ Patron, Her Majesty Queen Elizabeth II. Her Majesty welcomed the reintroduction of the Queen’s Nurse title to Scotland in 2017 and graciously signed every Queen’s Nurse Certificate since, 110 in total.

Having Her Majesty The Queen’s signature was a mark of the value she placed on nursing and midwifery and was deeply appreciated by every recipient. We will be forever grateful for Her Majesty’s support and today we join with so many other organisations and individuals in expressing our sorrow at her passing. We extend our condolences to The Royal Family.

– Clare Cable
QNIS Chief Executive and Nurse Director



At the Annual Gathering earlier this year we gave thanks to former QNIS Patron, Her Majesty Queen Elizabeth II, on the occasion of her Platinum Jubilee. Her Majesty Queen Elizabeth II sadly died only a month later at the age of 96. The Queen died peacefully at her Balmoral estate on the afternoon of 8th September 2022. She served as Reigning Monarch since 1952, ruling longer than any other Monarch in British history.

Her Majesty always placed particular importance on public and voluntary services. The patron of many charities, including the Queen's Nursing Institute Scotland, her involvement brought with it essential publicity and recognition. Thanks to Her Majesty's patronage, QNIS has been able to support community nurses and midwives in providing vital care in Scotland's communities. Each year, Her Majesty would write a letter of congratulations to all those being awarded the Queen's Nurse title, a gesture welcomed and greatly admired by those nurses and midwives completing the programme.

QNISS wrote to the Palace to express our condolences as soon as the news reached us. We changed our website as a mark of respect and made public statements of our sadness and condolences to the Royal Family on social media. Several Queen's Nurses lined the route from Balmoral to Edinburgh wearing their Queen's Nurse tartan sashes. Clare Cable was honoured to be asked to represent QNIS at the Service of Thanksgiving for the life of Her Majesty The Queen at St Giles Cathedral in Edinburgh on Monday 12th September. Clare called it "the most immense privilege" and made sure to leave a message in the book of condolences at City Chambers on behalf of all Scotland's Queen's Nurses.

Queen's Nurse, Emma Legge wrote a touching poem in tribute to Her Majesty after hearing about her death:

Our Mountain

You stood firm, rooted and unmovable
when ravaged by storm.

You offered access to the beauty of your
landscape, even when your path was
under repair.

You showed us an alternative view of our
fields, horizons, peoples, and perspective.

You reminded us that our time pales
against the power of nature's stay, the
need to look after our land for the next.

You were unafraid as the sun illuminated
you alone, fields cast in shade, but
craved not fireworks, nor fair.

You encouraged us to find resolve,
onward and upward, the panorama
worth the pains.

You gave yourself to service, never to
enjoy the frivolities and valuable wastes
of anonymity.

Our green, dynamic, season-changing
mountain still casts shadow, from this now,
we draw strength.

Emma Legge, Queen's Nurse



Her Majesty The Queen was a wonderful role model for all women but especially for nurses due to her sense of duty and public service. I am proud to have met her when she unexpectedly started a conversation with me and my colleagues at the opening of a local hospital. She showed such interest in the different nursing roles and wanted to know about my role as a QNIS Fellow. I join the QNIS in extending my condolences to the royal family.

- Dr Elaine Allan
QNISS Fellow

A Growing Voice

Chris Holme, The History Company

Researching the history of QNIS, I came across a few real surprises and some striking modern parallels. It was a real pleasure working with talented QNIS colleagues to piece together an article about the story behind the Institution.

The starting point was to look at secondary sources – books. There was a wealth of material on the early achievements of QNIS founders Christian Guthrie Wright, Louisa Stevenson and Princess Louise, Duchess of Argyll. In 1875 Guthrie set up the Edinburgh School of Cookery (which later became Queen Margaret University) - to promote knowledge of nutrition and cooking skills to all social classes. This successful foundation was well supported by Stevenson and Princess Louise. The three were also at the centre of wider campaigns for the emancipation of women, such as getting the vote and access to further education and new vocations. These three women then threw their considerable energies into shaping the Queen's Nursing Institute in Scotland. Truly the original catalysts for change.



Next came archival research. I started by looking through the annual QNIS reports held in the RCN archives. Much of what was recorded about QNIS amounted to little more than promotional material. As such, the documents felt a little staid. Bringing in donations would have been essential in the pre-NHS era; however, I felt the copy needed to be taken with a good pinch of salt. Where were the accounts of pioneer nurses in their communities? Those who followed on from the founders.

Perhaps it was due to social expectations/restrictions, or an attitude of self-deprecation, but I found very few straightforward accounts of community nursing in the archives. In fact, the profession's lack of representation in literature is what prompted Jennifer Worth to write *Call the Midwife*, the BBC period drama which has opened the public's eyes to the broader history of district nursing and midwifery in Britain. There isn't much for historians to pore over so I'm glad to see a new generation of community nurses as writers, bloggers, and advocates. No longer inhibited by the dated "I'm just the nurse" mentality, these

community nurses and midwives, including the Queen's Nurses, have proven themselves to be bold, loud, promoters of their hugely important role in our society.

Research can force you to confront some of your own prejudices - in my case against my own gender! I had tended to view men in late-Victorian Britain as generally useless and often patronising. Particularly in their attitudes toward women. Surgeon Joe Bell disabused me of that notion during my research into the history of QNIS. A pivotal figure in the early days of the organisation, he chaired the executive committee for many years and acted as personal physician to the founding members. A poignant letter from Princess Louise recalls Bell's care for Christian Guthrie Wright in her final months.

Bell worked closely with Florence Nightingale to train nurses before bringing their teaching to QNIS. In 1893 Conan Doyle revealed that Bell was his inspiration for Sherlock Holmes. So,

if ever queried about the value of nurse training, just refer them to the world's most celebrated detective, and the Lady with the Lamp.

It is inspiring to see that the work of QNIS today is triggering wider interest in the history of community nursing, not least from folk now able to research their own family history. Historically Queen's Nurses are said to have cared for the "sick poor" a concept that felt distant for me until finding a detailed account

from the early 1920s with uncanny similarities to my own grandmother's death and end of life care.

Any other parallels with today? Plenty. Things have changed a lot over the last 130+ years, and arguably we live in a far more complex world. But poverty, inequalities, lack of access to good nutrition and disparities between the care available to different social classes are as prevalent as ever.

The Queen's Nursing Institute Scotland was established in 1889 thanks to a generous gift of £70,000 from Queen Victoria on the occasion of her Golden Jubilee (1887) and ever since then there has been a recurring theme with Queen's Nurses – the necessity for them. Even at the height of District Nurse training in the late 1940s, there were never enough Queen's Nurses. Never more needed, I am pleased to see the number of Queen's Nurses grow every year. With every title awarded a stronger collective voice emerges emphasising this profession so steeped in history.

Retired Queen's Nurse News

A Year of change and change again

Like Winston Churchill said "To improve is to change, to be perfect is to change often"

So perhaps we are heading for perfection.

At the Institute several new and exciting changes are occurring ; the one that affects most of the retired nurses is that Fiona Fitheridge left in March and whilst these will be hard shoes to fill, we were happy to see the appointment of Alison and Carol in Mid-August.

Alison and Carol, who are both retired nurses, have spent the last few months getting to grips with our systems and catching up with the retired Queen's Nurses and with the current Volunteer Visitors. They say that they have been quite taken aback with the strength of kinship shown and are looking forward to working with everyone as we move forwards in 2023.

We were fortunate to be able to host our annual gathering and holiday breaks at Crieff in June and September - these events were a welcome distraction from the routine of day to day living. Carol, who joined with the holiday group in September, commented on the buzz of chatter and laughter.

Plans are already in place for the 2023 Gathering with a holiday also planned for the same week, we hope that some of our retired colleagues will manage to attend the event and stay on for a few days break. This will be the only break planned this coming year and for this reason we have already secured additional rooms. More information and a booking form have been enclosed with this annual report and we look forward to receiving these back from those who would like to join us.



One of the tasks set for Alison and Carol is to consider how best we ensure "catch ups"

with those less able to travel to Crieff and this will be one of their main focuses this coming year. To help with this they will

be looking to increase the number of visitors that we have, so, if this is something you might be interested in, please get in touch with either Carol or Alison.

We have nearly 300 retired Queen's Nurses on our data base, and we know that the most remain fiercely independent and do not need a visit from one of our volunteers as family and friends provide the support required. However, if you would like to have a visit or a regular phone chat with someone who also remembers the "good old days" or just likes a good blether then let us know.

One of the first tasks that we set for Alison and Carol was the delivery of the regular retired Queen's Nurses Newsletter which we agreed last year, following your positive feedback, that we would continue. Alison and Carol achieved their first edition in record time, and they plan to slightly change



some of the focus to allow updating on some of the things that are happening in Health and Social Care that you might be interested in or indeed need to know. Please let us know what you would like to see on the pages.

An important but sad task, for Carol and Alison has been the collating of obituaries for colleagues who have passed, and you can read these in the next section. For Carol and Alison, who are still new, this brought to life the lives and work of the many nurses who worked during challenging times and were the pioneers of many innovative practices and indeed the first Nurse Practitioners. These brief reflections on lives past brought an insight and whetted their appetites to learn more. Over the coming year Alison and Carol plan to look at these stories and consider the influence that many of these nurses had and how they shaped the new roles we see emerging in the New Queens Nurses. They will introduce some of the New Queens Nurses on the pages of the newsletter and, with the help of staff in the archive department of the RCN, will seek to gather more information and record more of the many stories, whilst continuing to catalogue the artefacts and photographs we already have telling of nursing life in the 50s, 60s and early 70s.

Obituaries

A final farewell to colleagues

Writing an obituary is not an easy task and it can take time to get the words just right. It is important, if done, that the obituary is a true reflection of an individual as this becomes a lasting memory. This year in preparation for the annual report we have reflected on the process. Whilst we will always acknowledge the passing of colleagues, we hope to do so in a more timely manner going forward, by including these tributes in our regular newsletters. To do this, it is helpful if family and friends let QNIS know of a colleague's passing. Sometimes notifications may not reach us in time for publication and indeed not all families wish to have an obituary printed, but we want to ensure that we are responding as early as we can. We hope that the acknowledgements that follow reflect people's wishes and bring to life once again some of the wonderful Queen's Nurses we are remembering.



Margaret Brown

10th August 1927 – 12 January 2022

A celebration of her life provided by her daughters Elize and Shona

Margaret was born in Falkirk on 10th August 1927 the second daughter to Thomas and Jean Lonie, Margaret had a happy childhood and from early on she had two ambitions – to be a nurse and to have twin daughters.

From a child who bandaged her dolls, in 1944 she became a student nurse. Her training took her from Camelon Fever Hospital in Falkirk to Belvedere Fever Hospital in Glasgow, and then to Edinburgh Royal Infirmary.

In 1951 Margaret undertook her midwifery training at Stirling Royal Infirmary and took up the positions of Staff Midwife and then Midwifery Sister in both Falkirk and Stirling. She remained until 1959 when she started her district nursing training at the Queen's Nursing Institute.

Along with her friend Margaret Nisbet in 1959 she moved into the nurses' cottage in Newtongrange, with an annual salary of £598 and a uniform allowance of £24!

As a Falkirk bairn, Margaret said she would only stay in that post for a year before returning to Falkirk, however, those plans were scuppered when she met her future husband, Tom Rowan. They married in March 1962 with Shona and Elize arriving in January 1963.

In 1967 Margaret returned to her district nursing and midwifery role in Gowkshill and could be seen zipping about in her trademark nurse's Mini. Patients and colleagues used to say they knew Nurse Rowan was on the way as her hearty laughter always preceded her.

Margaret passed on her knowledge and experience by mentoring many student nurses with many becoming firm friends.

A highlight for Margaret was in 1985 when she received her long service medal from the Queen Mother in London. In 1987, aged 60, Margaret retired from nursing but continued to take an interest in the welfare of those in need.

At home Margaret loved listening singing along to traditional Scottish songs and hymns. Margaret was an active member of her local church, and particularly enjoyed her Women's Guild Presidency. Her church family was a great comfort to her when her husband Tom died unexpectedly aged 48 in 1977. To the delight of everyone who knew them, in their seventies, Margaret and fellow church member Alec Brown married. They had many happy years together until Alec's death in 2006.

Olive Brown (nee Sinclair)

13th February 1940 – 28 October 2022

Olive was born in Perth Royal Infirmary and spent her early years in the small village of Abernethy.

Olive began her nursing career in 1958 in the Victoria Hospital in Kirkcaldy. In 1963 Olive completed her Midwifery training at the Robroyston Hospital in Glasgow. Having trained as a Queen's Nurse at Castle Terrace, Olive then went on to work in Glasgow, Edinburgh and many areas within Fife and surrounding districts. She spent eight years

at Forth Park Hospital in Kirkcaldy before settling into a permanent post at Glencraig.

In 1990 Olive was nominated by her colleagues in Cardenden and became the first nurse to receive the Fife Nurse of the year award. This award, the Janet Halkerston Memorial Shield in memory of Janet a tutor at Fife College of Nursing and Midwifery, was given in recognition of outstanding caring qualities. Olive said at the time that whilst she was proud to receive the award that she was surprised and humbled as nurses never stood alone that it was always a team effort.

The family tell of their mother being proud to be a Queen's Nurse and for receiving her long service award. They tell of Olive being a well thought of individual who was held in high esteem in her local community even 35 years after her retirement. They say that Olive was a kind, funny, caring individual who will be missed beyond words.

Helen Condie

14th April 1922 – 21st June 2022

Helen trained in the West Fife Hospital in Dunfermline following which she was both a Practice Nurse in Charleston and a Health Visitor in Dalgety Bay where she remained and worked for many years before her retirement.



Helen was a conscientious objector during WW2 however she was drafted in to look after injured Polish Airmen. This is perhaps what whetted her appetite for foreign languages and in retirement along with several youngsters Helen studied German and Music.

Helen was a member of the Christian Brethren but in her later life became of the Church of Scotland.

Isabel Hook

24th June 1936 – 23rd January 2022

As remembered in her daughter Shirley Watt's eulogy

Isabel was born on the 24th of June 1936 in the Queen Mary Maternity Home in Edinburgh, one of three children to Lawrence and Mary Kidd. Isabel's sister Mary died when Isabel was only three years old, and this had a lasting effect on Isabel who was sent to live with her aunt for several years. Isabel was educated at George Watson ladies' school and later at Mary Erskine School for girls. Whilst Isabel excelled in domestic studies and was awarded the Dux for this subject, she made the decision to pursue a career in nursing. Her skills of knitting and baking never went to waste.

From 1953 until 1957 Isabel undertook her training to be a children's nurse at Edinburgh's Sick Children's Hospital going on to take her General Training at the Royal Infirmary Edinburgh from 1957 to 1959, where the Matron commented that Isabel would make an excellent candidate for domiciliary nursing of midwifery. Isabel, taking this advice, started her midwifery training at Edinburgh's Western General Hospital qualifying in 1961 and taking up her first post as a community midwife in West Pilton. Isabel's superintendent at this time noted that "Miss Kidd is tall and slim and has a good appearance, she is a credit to her uniform and a particularly fine type in every way for District Nursing," something Isabel did until her retirement in 1993.

In 1962 Isabel trained as a Queens Nurse and the family were especially pleased to see colleagues and friends from the Queen's Nursing Institute at her funeral. Isabel worked as a Community Paediatric Sister in Edinburgh and East Lothian and following her retirement she volunteered as a Counsellor for Childline in Glasgow where she was able to use her skills as a nurse and a mother to great use, helping troubled youngsters.

Alexander Lawson

19 November 1923 - March 2022

Queen's Nurse Alexander Lawson died in hospital in Inverness in March 2022.

Alexander began his nurse training in January 1943 to August 1946 at the Royal Naval Hospital, Edinburgh. Further training followed from 1946 until 1947 at the City Hospital Edinburgh, Ballochmyle Hospital Mauchline February 1947/1948, then the Northern General Hospital Edinburgh from 1948 until 1949.

Alexander then decided to train as a Queens District Nurse and began his training at the Central Training Home Edinburgh from 14/3/49 until 14/9/50.

After qualification Alexander began work on the district in Edinburgh until 1958 when he moved to the Social Services Department where he remained until 1967. There followed further periods as a district nurse in the Edinburgh area. His final nursing post was as a Community Nursing Officer in Dornoch Sutherland. He remained in this post until retirement living in the village of Embo Sutherland.

Alexander enjoyed playing golf and bowls and was a keen gardener. He is survived by his wife Helen, who was also a Queens Nurse, and his daughter Fiona.

A previous Superintendent of Nursing commented on Alexander as "a capable kindly nurse who gave unstintingly of his services."

Muriel Lind

12th July 1941 – 30 September 2022

Tribute provided by her husband Tom

Muriel was born on the 12th of July 1941 in Cowdenbeath the youngest of six children to Alexander and Agnes Shields.

Muriel in her early years developed a musical taste for the piano and became very proficient in this with an enthusiasm for playing the classics. Her husband tells the story of their home never being without music nor the sound of her piano. When living in Glenrothes Muriel made use of her piano skills by providing contribution as an organist for the Sunday service.

Muriel may have chosen a musical route had she not been equally attracted to nursing, where at the age of sixteen she attended a pre-nursing course at Fod House in Halbeath. From these early beginnings at Fod House Muriel's career was to span 38 years of dedication to the profession. Muriel initially trained at Stracathro Hospital and worked in various roles throughout Fife. Having trained as a Queen's Nurse Muriel also spent time as a District Nurse in Shetland.

In 1983 Muriel Joined Perth and Kinross as a Senior Nursing

Officer in the Community and in 1986 was appointed to run Aberfeldy Cottage Hospital and the North Perthshire Community Services. From 1992 Muriel acted as the Supervisor of Midwives for Perth and Kinross. And in 1995 took over the management of Irvine memorial Hospital in Pitlochry. Muriel's retirement in 1997 was short lived as she very soon returned to take up a post as a Health Visitor in Fife.

Muriel loved to travel both in her native Scotland but also to far flung lands, she loved a blether and keeping people in touch.

Muriel was a dedicated wife, mother, granny, nurse, and friend to many and in her lifetime cared for and touched many with her kind, thoughtful and considerate nature and will be remembered by all who knew her for these special qualities, and more.

Mary MacDonald (nee Macleod)

20th June 1926 – 29th April 2022

Mary was born on 20th June 1926, the only child of Murdo and Marion MacLeod of Outend Scalpay. There were four houses on the croft, so Mary's childhood, as one of nine children, all first cousins, was spent running from house to house. Once of school age, Mary and the cousins walked every day two miles across the moor, in all weathers, to and from school. They were therefore known as the Outend Heroes.



Mary's childhood had its rigours but also much fun, freedom, and companionship. After school, Mary began her career in nursing. After spells in Inverness, Edinburgh and Elgin and having completed her Queen's Nursing and Midwifery qualifications, Mary returned to the Western Isles to spend many happy years there as the Lewis District Nurse and Midwife.

During time as a relief nurse on North Uist she met Charles MacDonald from Hougharry. They married in August 1956 and lived in Mosstowie near Elgin. Murdo was born a year later, followed by Donald a couple of years later and then Iain. In 1960 the family returned to Scalpay when Charles became headmaster at the local school. After seven happy years on Scalpay they moved to Houston, Renfrewshire where Charles became headmaster of the primary school where they stayed for seventeen years. The strength of ties with Scalpay remained with every school holiday spent at the family home in Scalpay.

On retirement Mary and Charles moved to Ayr and later to Inverness with Charles passing away in 2007. Mary continued to live in Inverness with her sons Murdo and Donald close by and frequent visits from her son Iain who lives in Sweden.

Mary will be sorely missed by her boys and the wider family.

Jessie Maclean

13th December 1924 - 4th November 2022

Jessie left a legacy of love and happy memories to her five children, daughter in law and sons in law, 14 grandchildren, 7 great grandchildren, extended family, and friends. She also touched the lives of many others throughout her nursing



career, as was clear from the numbers who came to her funeral and shared stories of her care and support. She qualified as a State Registered Nurse in Inverness in June 1947 and enjoyed working on the children's ward, before becoming a midwife in July 1948 in Glasgow. She came back to Inverness where she qualified as a Queen's Nurse in April 1951, working in North Uist, Inverness-shire and Caithness until she retired in her mid 50s.

Jessie was a natural nurse and felt that being a Queen's Nurse allowed her to care for every age group in every situation, though she always had a particular fondness for babies and the elderly. After she retired to Inverness her nursing skills were still called on regularly by her family, especially as grandchildren and great grandchildren arrived, and she treasured her lasting relationship with the Queen's Nurses and enjoyed the regular re-unions.

Widowed 23 years ago, she remained independent till the end of her life, always happy to welcome guests, as well as becoming very adept at using the latest technology to stay in touch with all her family. She was a warm and caring Christian, a keen gardener and a brilliant Scrabble player and crossword fan.

Above all, she was always interested and interesting, funny, caring and committed, with an enthusiasm for life and those she loved which never diminished. Personally, and professionally, she left the world a better place for having known her.

Violet McAuley

25th September 1933 – 20th October 2022

Tribute provided by friend and colleague Jeannie Shearer

Violet was born in Drumcanny County Monaghan Southern Ireland and on leaving school travelled to Liverpool to train as a General Nurse. After her initial training Violet headed to Edinburgh to undertake her midwifery training followed by her district nurse training at the Queen's Nursing Institute. Violet's first placement was in the Burgh of Hamilton where she continued to live and work until her retirement.

Violet's friends and fellow retired Queen's Nurses remember Violet as an avid football supporter and in particular Rangers. Violet's Christian faith was a constant in her life - she was a committed Christian who loved her church family who continued to support her when she moved into a care home.

Her family remember her as a gentle, giving, kind lady who seemed always to be surrounded by angels.

Johanna Morrison (nee Martin)

6th October 1932 – 20th February 2021

Johanna was born in Alibruich on the Isle of Lewis and in 1956 set out to undertake her General Nurse training at Glasgow Royal Infirmary. This was followed by her Midwifery training in Duke Street and then her District Nursing at Bath Street.

Johanna sadly was widowed at a young age but with strength of character continued to work hard firstly running a Guest House in Inverness and then some years later she took up the post as Matron of the Bell View Nursing Home in Inverness.

Johanna in her late adult years became profoundly deaf but was undeterred and continued to communicate with her trusty note pad and her skills at lip reading. Johanna had a strong faith and the love of her family and will be sorely missed.

**Catrina Anne Prentice**

13 July 1932 – 16 May 2022

Catrina was born on 13th July 1932 to Angus and Mary MacAskill of Newton Ferry, North Uist, joining her four brothers, Iain, Alastair, John, and Ewan. On the family croft her first memory was of her father lifting her onto the back of a lovely white horse called Dolly and just walking along - she was about 3 years old.

It was a Gaelic speaking household and they had to learn English when they went to school. After leaving Portree High School, she went to the Western Infirmary in Glasgow to undertake her midwife and district nurse training and after completing her six years in 1960, she took up a District Nurse posting in Lochmaddy back in North Uist. She worked with Dr John MacLeod (Catrina was known as "Baby" to Dr MacLeod as she was his first delivery as a new GP - but he never called her that when she was working with him!) She learned a lot working from him and the job was always interesting; visiting patients using all modes of transport including boat, bicycle and even her horse!

She returned "south" after her 2-year posting and entered private nursing which took her to Orkney, Beaulieu, Roybridge and Dumfries and Galloway. In 1962 she met Richard in Edinburgh, and they married in 1965 and went on to have 2 children, Archie, and Moira. She continued to work in Edinburgh and Penicuik as a District Nurse until retirement when they moved to Drumadrochit, Inverness-shire.

She took great pleasure from her grandchildren, knitting, sewing, and baking as well as being a brilliant Scrabble player and was an avid gardener. She always grew her famous sweet peas which were her favourite flower ever since Richard brought her a bunch in hospital when she had Archie.

She lived her life firmly based in the Christian principles set in childhood and with the Church being the mainstay of her life. She always played an active role helping and supporting her community and that was particularly repaid in kind after Richard's death in 2020 when many rallied to

help and support her until her death at Highland Hospice, Inverness following a short illness.

Annie Scott Stephen

7th February 1938– 9th April 2022

Tribute provided by her niece Joanne Smith

Annie grew up in Foveran, Aberdeenshire and went to Foveran School and then on to Ellon Academy. Annie enjoyed school and playing hockey and netball for the academy teams. Before leaving school, Annie had made up her mind that she wanted to be a nurse and in January 1956 she started her general training at Aberdeen Royal Infirmary Hospital. In 1959 she took her Midwifery part 1 at Aberdeen Midwifery Hospital before heading to the Elsie Inglis in Edinburgh to take part 2. In June 1960 Annie, still in Edinburgh, did her district nursing training and was entered on to the roll as a Queen's Nurse in 1961.

Annie's first district post was in Lerwick where she settled as a District Nurse and Midwife before heading back to Edinburgh in 1963 to do her Health Visiting training. She was appointed in 1964 as District Nurse, Midwife and Health Visitor at Precaple District, part of Aberdeen Council. In 1967 Annie was given the opportunity to go to Edinburgh to train as a Nurse Manager following which she was appointed as Assistant Nursing Superintendent for Aberdeen County Council.

In 1982 Annie received her long service award from the Queen's Nursing Institute. She continued to work in Grampian in various management roles with her last post being in Inverurie Hospital from where she retired in 1992.

While training as a midwife in Edinburgh Annie met her two dearest friends Irene Roycroft (Anderson) and Betty Anderson, both fellow Queen's Nurses and they became lifelong friends. Annie is the last of the three friends to pass.

Annie had an interesting and happy retirement, she remained involved with QNIS as a Visitor from 1994 until 2014 and enjoyed many a gathering and holiday at Crieff and in recognition of her support in 2014 Annie was awarded an Honorary Fellowship.

Annie enjoyed spending time with her family her niece Joanne and her two grandnephews Jack and Joel. She remained active as a volunteer at Ellon Kirk Centre, holidaying, gardening, walking, and crocheting.

She was a wonderful lady, always happy and positive and she will be greatly missed by all who knew her.



We have also received notification that the following Queen's Nurses passed away in 2022 but have been unable to collect any further information at the time of publishing. Please join us in remembering:

Alexandra (Sandra) McClelland

22nd February 1926 – 25th June 2022

Laura Allan

10th January 1936 – 1st July 2022

Sheila Blair

16th August 1933 – 1st April 2022

Joan Davie

4th September 1939 – 1st February 2022

Catherine Orr

7th April 2040 - 7th March 2022

Janet (Nettie) Sherman

9th August 1938 – 26th August 2022

Constance Stowe

2nd February 1936 – 19th September 2022

Cathy Tallach

27th May 1927 – 25th June 2022

Margaret Gillies

25th April 1927 – 9th December 2021



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