



 THE QUEEN'S
NURSING
INSTITUTE
SCOTLAND

REVIEW OF THE YEAR 2023

A Scottish Charitable Incorporated
Organisation with Charity No. SC005751





CASTLE TERRACE

31

Staff

Clare Cable

Chief Executive and Nurse Director

Carol Crowther

Staying in Touch Coordinator

Dawn Cruse

Business Support Manager

Alan Davidson

Management Accountant

Sarah Doyle

Professional Nurse Lead

Alison Jarvis

Staying in Touch Coordinator

Wojtek Krakowiak

Executive Assistant

Emma Legge

Professional Nurse Lead (Leadership)

Catrina McClelland

Project Coordinator

Helen Reilly

Head of External Affairs

Kyle Wilson

Digital Assistant

Trustees

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Angie Wood

David Boswell

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Mike Connor

Josie Murray

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Queen's Nurse and QNIS photography throughout this review was taken by **Lesley Martin**.

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Greetings from the Chief Executive

Letter from Professor Clare Cable, Chief Executive and Nurse Director

I am delighted to report that 2023 has been a year of gatherings. After the restrictions of the pandemic, we are enjoying being together again. QNIS Council is back to meeting in person at Castle Terrace and it has been great to welcome our trustees to the building once again. We continue 'hybrid' working but staff are spending more time in the office as we remind ourselves of the benefits, such as spontaneous conversations that help us think better together, and sharing home baking. We have also enjoyed whole days together building a new team (Dawn and I are the only staff left who remember being in the office pre-COVID).

The retired Queen's Nurses came together at Crieff once more and coffee mornings have been held across the country. The new Queen's Nurses have gathered for the first time since 2019, enjoying the autumn colours in Stirling. Long Service Award events have brought people together to recognise and celebrate the faithful support of nurses up and down the country who have served over 21 years in their communities. Strategic Working Groups and Committees are returning to face-to-face meetings, and we are seeing the benefits.

Erica was able to represent us at the service at St Giles Cathedral to welcome the King to Scotland (we continue to await news of our new Patron). I have been able to celebrate with our sister charities in London, attending events with the Burdett Trust for Nursing, the RCN Foundation, the QNI, the Foundation of Nursing Studies and the Institute of Health Visiting. I have been made a Visiting Professor at the University of the Highlands and Islands and had the joy of celebrating with 128 new graduate nurses in Inverness who are just starting out on their careers.

Of course, most of my time is still spent in front of my computer screen, working with others to ensure that we support community nurses and midwives as effectively as we can. With the support of a talented team and an expert group of trustees we are working together to make a difference as we value and care for the current nursing workforce and inspire a new generation of clinical leaders. This continues to be our ambition, and we look forward to working together to that end.

Clare Cable

“After the restrictions of the pandemic, we are enjoying being together again.”



“With the support of a talented team and an expert group of trustees we are working together to make a difference...”

Greetings from the Chair

Letter from Erica Reid, Chair

It was in August 1983 that I started my nursing journey at the Royal Infirmary of Edinburgh, walking past the home of QNIS at Castle Terrace on a daily basis. I would never have anticipated then that forty years later I would have the honour of being Chair of QNIS, and once again, be regularly walking along Castle Terrace. I follow in the footsteps of Sir Paul Grice and, along with fellow Trustees, I would like to thank Sir Paul for his leadership and wisdom during his time as Chair.

This year has been another difficult year with the continued cost of living crisis, and our health and social care services experiencing many challenges. Despite this, community nurses and midwives across Scotland continue to deliver excellent care to those who access their services. As a family we have personally experienced this first hand through the compassion of community nurses and carers who helped us to look after my mother-in-law as she died at home earlier this year, and also more joyfully the support of midwives and health visitors for my daughter during my granddaughters first few months. Luna is now four months old and gives her granny great joy when her face lights up with a smile.

Our experience as a family this year has highlighted how important the role of QNIS is in providing both development and support for wellbeing for nurses and midwives working in our communities. In this review you will be able to read of many examples of how we do this. To name a few highlights: our contemporary Queen's Nurses continue to grow in number, the newly developed Complexity and Adversity Programme has received excellent evaluation, and retired Queen's Nurses continue to gather in their local areas over tea and cake. I strongly commend listening to BBC Scotland Our Story 'Queen's District Nurses' where some retired Queen's Nurses share their experiences – it made me both laugh and cry.

QNIS is a charity and, like all charities, the impact of the cost-of-living crisis follows through to a challenging environment for fundraising. Within this context we have established a renewed focus on fundraising this year and you will see the many different ways we are approaching this in our Fundraising feature. Continued fundraising is essential as QNIS is uniquely placed, in our current climate, to provide tailored programmes that not only support the development of our community nurses and midwives but also, as a consequence, contribute to improvements in care.

We would not be able to achieve any of this without our QNIS team, expertly led by Clare Cable who was deservedly named this year by Sigma Europe in a select group of 100 influential nurses over the last 100 years. We would not be able to achieve any of this without the many nurses and midwives who enthusiastically participate in our programmes. We would not be able to achieve any of this without the generosity of those who fund us.

Along with fellow Trustees I would like to thank you all for your continued support for our important work of supporting, developing and inspiring Scotland's community nurses and midwives.

Leis gach deagh dhurachd,

Erica Reid



“QNIS is a charity and, like all charities, the impact of the cost-of-living crisis follows through to a challenging environment for fundraising.”

Hellos & Goodbyes

Qnis COUNCIL

We are delighted to welcome two new Trustees to QNIS Council, Mike Connor and Michael Stewart:



Mike Connor – Trustee

Mike has over 35 years' experience as an investment manager, and recently retired as Head of abrdn Discretionary in Edinburgh. He enjoys golf, hillwalking, photography and bridge.



Michael Stewart - Trustee

Michael is Head of Litigation, at the NHS Central Legal Office. In that capacity, he provides a wide range of legal advice to Scotland's Health Boards. Outside of work he is a keen hillwalker and is close to completing the Munros. He was attracted to QNIS because of the organisation's focus on community health and health inequalities.

In 2023 we said goodbye to:



Fiona Coufts

Fiona has made an immense contribution to the work of QNIS during her time as a Trustee, including chairing the Queen's Nurse Advisory Group with consummate skill and wisdom since its inception.



Sir Paul Grice

In August last year, Sir Paul Grice stepped back from the role of Chair for personal reasons. We are very grateful to him for his thoughtful stewardship.



Robin Morton

Robin was a QNIS First trustee who supported QNIS's transition to a SCIO. He brought his legal background to enable excellent governance support.



Alan Davidson

Alan stepped down this year after 8 years as a Trustee. However, he hasn't gone far as we are delighted that he has transitioned from his Trustee role to becoming a salaried member of the staff team as our management accountant

STAFF TEAM

The staff team at Castle Terrace has seen a number of changes this year. We are pleased to introduce two new permanent members of staff.



Helen Reilly
Head of External Affairs

We are delighted to welcome Helen Reilly as Head of External Affairs, a new role created to develop the strategic direction of the charity.

Helen supports QNIS to share the outstanding work of Scotland's community nurses and midwives with both policymakers and the public.



Wojtek Krakowiak
Executive Assistant

We are thrilled that Wojtek joined the team in November. He will be working with Clare Cable, our Chief Executive and Nurse Director, and will support QNIS Council and Trustees.



We send our best wishes to Amanda, Tasha, Jonathan and Janet who said goodbye to QNIS in 2023 to explore new opportunities.



Amanda Regan
Executive Assistant

Amanda left QNIS after almost six years as Clare's EA. QNIS will not be the same without her kindness, wisdom and humour; she goes with our best wishes to a new role at CHAS.



Tasha Prigmore
Digital Communications Manager

Tasha has been a fantastic colleague, bringing creativity, imagination, and joy to the team. Whilst we are very sorry to be losing Tasha, we wish her all the best in her new post and thank her for all she's done for QNIS.



Jonathan Sher
Senior Fellow and Programme Lead *Healthier Pregnancies, Better Lives*

Sadly, further funding for the Healthier Pregnancies, Better Lives programme was not forthcoming, despite a great deal of hard work and proposal writing. Unfortunately for us, that meant that Dr Jonathan Sher's employment with QNIS came to an end in April. We were very sorry to lose Jonathan's expertise and passion.



Janet McArthur
Project Coordinator

We were sorry to lose Janet, not only for her organisational skills but also her extremely talented green fingers. We wish her all the best in her new venture and will miss her enthusiasm and her positivity.

Staff Roles



Clare Cable - Chief Executive & Nurse Director

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

Favourite Book / Film / TV Show: I think my favourite TV of the year has been Ted Lasso. A heartwarming story of the impact of appreciative leadership – a timely reminder for us all!



Carol Crowther - Staying in Touch Coordinator

Role: I am one of the two part-time Staying in Touch Co-Ordinator's, my role is all about keeping in touch with our community of retired Queens Nurses specifically those who trained at the Institute before 1969, ensuring connectivity, fellowship and wellbeing

Favourite Book / Film / TV Show: I am not sure that I do have a favourite but I am very keen on crime and real-life dramas.



Dawn Cruse - Business Manager

Role: I'm responsible for financial administration, procurement, HR, and health and safety.

Favourite Book / Film / TV Show: My favourite classic book is Wuthering Heights, but more recently I've loved Anxious People by Fredrik Backman. And the best film ever is Wall-E (or maybe The Breakfast Club...or The Shawshank Redemption...ask me later!)



Wojtek Krakowiak - Executive Assistant to Chief Executive & Nurse Director

Role: I manage Clare's busy schedule and support her, and support QNIS Council to ensure good governance. I also provide administrative support to QNIS' wellbeing initiatives.

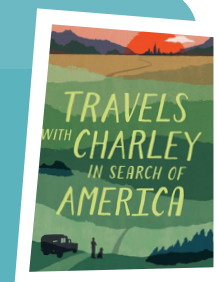
Favourite Book / Film / TV Show: My favourite film of the year is Past Lives, while Please Like Me and Fleabag are tied as my favourite TV shows.



Alan Davidson - Management Accountant

Role: I am responsible for the oversight of all aspects of our finances, ensuring we have regular reports on performance against budget and that we meet all our statutory responsibilities as a charity in respect of audit and accountability.

Favourite Book / Film / TV Show: My favourite film is "The Battle of Algiers", book is "Travels with Charley", and TV series "Twin Peaks" (but these could all change by next week...)



Alison Jarvis - Staying in Touch Coordinator

Role: 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.

Favourite Book / Film / TV Show: My favourite book of the year has been God on Mute – a gritty and honest exploration of thorny issues on unanswered prayers.



Emma Legge - Professional Nurse Lead (Leadership)

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

Favourite Book / Film / TV Show: My favourite film is the Wizard of Oz; I never tire of the nostalgic magic (I also do a great impression of the Wicked Witch of the West!) All-time favourite book is Krakatoa by Simon Winchester, and a recent great read was 'Rivet Boy' by local author Barabara Henderson. My go to feel good TV watch is Friends.



Sarah Doyle - Professional Nurse Lead

Role: I work one day a week with QNIS with a focus on developing our relational care workshop programme, which you can read about on page 19. I also work as a clinical mental health nurse.

Favourite Book / Film / TV Show: This year I loved rereading Mermaid Singing by Charmian Cliff, written in the 1950s, about living on the tiny Greek island of Kalymnos.



Catriona McClelland - Project Coordinator

Role: I coordinate the administration for many of QNIS' workstreams. I dedicate most of my time to the Queen's Nurse Programme. I also work on the healthcare inequalities workstreams, Long Service Awards and on the organisation's digital strategy.

Favourite Book / Film / TV Show: Grey's Anatomy! I've seen the whole thing three times through and I'll probably never stop re-watching my favourite story arcs.

Helen Reilly - Head of External Affairs

Role: I oversee all QNIS' external communications and engagement. It is my role to advocate for community nursing and midwifery and to make sure the voices of Queen's Nurses are being heard.

Favourite Book / Film / TV Show: I really enjoyed reading Lessons in Chemistry, by Bonnie Garmus, this year. My film of the year has to be Barbie, so good I've seen it twice!



Kyle Wilson - Digital Assistant

Role: 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.

Favourite Book / Film / TV Show: Top TV show of the year was 'The Bear'. Favourite film of all time is 'The Lord of the Rings', that counts as one big film, right?



The 2023 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 24 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.

Despite the ongoing challenges in our health and social care systems, the group was fully engaged with all aspects of the programme. There's a growing appreciation for the synergy created when nurses and midwives from across Scotland and with different expertise come together with a common goal, to make life better for others.

Among those awarded the Queen's Nurse Title in 2023 were four nurses who were funded by The Burdett Trust for Nursing to focus on an issue for development around the primary prevention of cardiovascular disease. You can read about their work on page 13 onwards.

“There's a growing appreciation for the synergy created when nurses and midwives from across Scotland and with different expertise come together with a common goal, to make life better for others.”



Clare Bates

NHS Lanarkshire

Professional Lead Nurse - District Nursing ICST

Embedding compassionate leadership within district nursing.



Amy Borthwick

Marie Curie

Clinical Nurse Manager

Enabling end-of-life care in the place people call home.



Lynda Bryceland

NHS Ayrshire & Arran

Advanced Practice Respiratory Clinical Nurse Specialist

Delivering accessible, specialist respiratory care.



Lynsey Callaghan

NHS Greater Glasgow & Clyde

Family Nurse Partnership Supervisor

Supporting young mums and babies to reach their potential.



Kirsty Cartin

Refrewshire

Care Home Manager at Rashielee Care Home

Leading and transforming social care nursing.



Fraser Chalmers

NHS Lothian

Lead Specialist Practitioner District Nurse

Supporting people to flourish.



Nicki Corrigan

CHAS

Service Manager for Outreach

Inspiring teams to provide equity and choice at end-of-life.



Jena Davies

NHS Dumfries & Galloway

Lead Nurse, Mental Health and Learning Disability

Reducing the stigma of mental health and learning disabilities.



Jonathan Davies

NHS Highland

Associate Lead Nurse for Mental Health

Nurturing the nurses who work within our highland communities.



Caroline Lilley

NHS Greater Glasgow & Clyde

Nurse Team Lead

Protecting and enhancing district nursing through collaborative leadership.



Rhona McLeman

NHS Borders

Health Visitor

Nurturing connections and realising potential.



Annmarie Murphy

NHS Lanarkshire

ICST Team Manager District Nursing

Leading district nurses to provide safe, compassionate care.



Leanne Patrick

NHS Fife

Gender Based Violence Nurse Specialist

Transforming care for survivors.



Claire Pearse

NHS Tayside

Midwife

Supporting expectant parents with language alternatives.



Chloe Richardson

NHS Forth Valley

Community Learning Disability Charge Nurse

Supporting people in crisis to stay at home.



Kerri-Ann Roberts

NHS Highland

Vaccine Clinic Co-ordinator

Protecting health through engaging with our rural communities.



Kerys Russell

NHS Fife

Upper GI Cancer Advanced Clinical Nurse Specialist

Championing the impact of the clinical nurse specialist role.



Mairi Smith

NHS Western Isles

Macmillan Advanced Clinical Nurse Specialist/ Team Leader

Leading cancer and palliative care in our island community.



James Sweeney

NHS South Lanarkshire

School Nurse Team Leader

Supporting vulnerable children to maximise their health and wellbeing.



Jill Wright

NHS Tayside

Service Manager - Drug and Alcohol Recovery Service

Enabling people to progress in their recovery.



Preventing Cardiovascular Disease



This year, the Burdett Trust for Nursing supported four community clinical nurse experts to undertake the Queen's Nurse Development Programme and alongside to co-produce lasting change in the health of local people to prevent cardiovascular disease.

Each candidate has worked with their colleagues across agencies, listening to the voices of those receiving care, to understand the challenges and barriers they face. The projects are different, and each has a focus on health inequalities, exploring ways to reduce risks of cardiovascular disease.



Helen Bremner
 Health Clinical Team Manager, South Angus Integrated Community Mental Health Team
 NHS Tayside & Angus Health & Social Care Partnership

Building hope for people affected by mental illness

Helen is working to address the physical health inequalities for patients with severe mental illness who are receiving care within her service. Helen used a 'Double Diamond' approach to service design, focusing on identifying and defining issues around health inequalities by collaborating with the 'right people, on the real issues'. She created the conditions and enthusiasm for change within her team and took time to listen with curiosity to the needs and concerns of patients and those from other parts of the healthcare system including her Local Medicines Management Group, GP and pharmacy team. Helen sought to understand what barriers her patients may experience in helping prevent cardiovascular disease and was keen to ensure patients themselves were part of planning and design.

Helen established focus sessions, planned, and delivered in a way which lined up with the individual needs of her patients. This approach ensures plans are co-produced with patients. The aim of Helen's project is to provide early identification of cardiovascular risk factors, and access to information and community services to support risk reduction strategies.



Dana Crawford
 Health Visiting Team Manager
 NHS Lothian

Leading by example in tackling health inequalities

Dana understands that weaning children onto healthy foods can have a lasting and profound impact on their future health, however, parents often require lots of guidance and reassurance. Dana worked with the nursery nurses to help understand the barriers to children obtaining and maintaining healthier diets. Dana supported nursery nurses to target vulnerable families facing poverty, isolation, addiction and poor mental health, and offer additional support. Nursery nurses visited families to offer weaning education that may help establish healthy weaning. Dana has set up dedicated weaning classes which continue to run and as part of the sessions, vulnerable families are provided with practical tools to support healthy weaning. Dana has used some of her funding to buy and distribute environmentally friendly weaning tools such as mashers and containers for transporting healthy snacks, and links to a healthy recipe book, created by one of her team. In Scotland, we are faced with an obesity crisis in children which is strongly linked to cardiovascular disease in later life, supporting parents to wean their children onto healthier diets, could see a reduction in cardiovascular disease in the future. Dana has secured support from another charity who has offered to continue to support Dana as her project continues to evolve in the future.



Rosie Crighton
Health Visitor and School Nurse Team
Leader, and Part-time Operational Lead
Nurse
NHS Grampian

Empowering an imprisoned population to improve their heart health

Rosie explored culture with her nursing team, including relationships with the Scottish Prison Service and how these relationships can impact on day to day working, attitudes, behaviours and values. Rosie has explored person centred care and leadership within the nursing team and how this relates to the care of patients and supports cardiovascular primary prevention in the prison population. Rosie gained an understanding of what is currently in place for CVD primary prevention through routine testing/screening and connected with the HMP SPS Manager to discuss how they can collaborate. Rosie listened to prison nurses, inviting their input and ideas, and met with a local GP practice to gather ideas for sustainability, discuss CVD training, and share current best practice. Rosie held several focus groups with prisoners to help her understand what extra support may be offered in relation to heart health. The groups shared ideas on information and resources which may help improve heart health including more information on diet, colour coding menu choices to enable healthier options to be clearer, information posters, and creating a coaster with heart health information to be used throughout the prison, designed by prisoners. They shared with Rosie how much a listening ear and the opportunity to discuss heart health was valued. She has also set up a prisoner peer mentoring scheme to share CVD primary prevention information and is liaising with the librarian and education department in the prison to explore resources and peer mentoring and training.



Rhona Martin
Lead Specialist Community Stroke Nurse
Chest, Heart & Stroke Scotland

Enabling people to live life to the full

Rhona has worked on opportunistic screening for Atrial Fibrillation (AF) and Hypertension to improve primary identification of cardiovascular disease, primarily stroke, in community settings. Rhona and her team have empowered people to take control and manage their own health by identifying individual risk and lifestyle factors related to stroke. Rhona focused her work in community hubs situated in deprived areas and resourced space in Chest Heart & Stroke Scotland retail shops where health checks were carried out and healthy living advice given. Rhona has reached out and is being supported by local teams such as the Health Defence team within her charity and within the NHS.

Rhona and her team have empowered people to take control and manage their own health by identifying individual risk and lifestyle factors related to stroke.



Head of Leadership Programmes, Emma Legge gives us a roundup of the Burdett Trust for Nursing Symposium in London, where she was joined by the four Queen's Nurses from the CVD cohort.

After a warm welcome by Dame Christine Beasley Trustee for Burdett TFN, delegates were invited to listen as keynote speaker Dr Amelia Latu Afuhaamango Tuipulotu, CNO of the WHO, presented some stark figures around global Non Communicable Diseases (NCDs) and the difference nurses can make on the front line, as a trusted profession, followed by Christine Hancock, founder and director of C3 Collaborating for Health, who explained how the social determinants of health (social, economic and environmental) contribute to NCDs. Christine also highlighted the work of QNIS in helping nurses to work with their local communities to promote community cohesion and better health.

There followed a round table event during which representatives from this 2023 Queen's Nurse cohort presented an overview of their projects looking at the primary prevention of Cardiovascular Disease (CVD). This generated rich discussion, with lots of interest from delegates, and an opportunity for Q&As. The projects ranged from improving physical health for those with severe and enduring mental ill-health, promoting prevention of CVD in a prison community, exploring opportunistic health screening and the use of Atrial Fibrillation technologies in stroke prevention and supporting families with healthier weaning in deprived communities.

The event offered fantastic networking opportunities and several delegates approached the Queen's Nurses to hear more about their projects, discuss future opportunities for collaboration and information sharing.

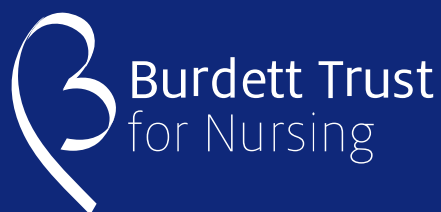
Professor Aisha Holloway presented a session on Nursing Now Challenge. Championing leadership development opportunities for students and early career nurses and midwives globally and invited two nurses to share their experiences of the programme.

A panel of nurses from the front line described projects they've initiated or been involved in to address NCDs. This included Alison Bunce, Queen's Nurse who has worked on several innovative and successful projects. Questions for the panel were then invited from the audience.

The event had a focus on oral health, Adrain Amin, LD Nurse, Tyne and Wear NHS Foundation Trust appealed for more focus on health care professionals including nurses offering and administering better oral care, particularly to people with learning disabilities.

Representatives from QNIS were grateful to The Burdett Trust for Nursing for the invitation to attend the symposium and for the opportunity to share their projects and the progress made already, which is inspiring given the projects are still in their infancy.

The event was both sobering and inspiring, the work needed to tackle NCDs, which result in a shocking number of avoidable deaths globally, is significant, however, it was clear there exists no shortage of dedicated, driven and innovative nurses, along with others, working tirelessly to help tackle issues both locally and globally. I felt proud as ever to be a nurse and was reminded of what nurses can do for good when they unite with passion and tenacity.



What have the contemporary QNs been up to?



Image: Iska Birnie

Laura Rothney

"Since completing the Queen's Nurse programme, I have been able to implement my development project as a test of change in practice. This was focusing on creating a prescribing assessment clinic within a third sector needle exchange/drop in service with the aim of supporting individuals who wished to access clinic treatment who struggled to access Opiate replacement therapy through traditional referral pathways.

"I returned from the programme's residential days with a focus of ensuring staff wellbeing was at the forefront of nursing teams. With the new tools and options of wellbeing practices provided by the QNIS I have shared these and encouraged protective time for nurses to engage with something they found useful.

"With the confidence gained from the programme and coaching provided, I have been able to use my voice within leadership forums I am involved in, to continue to advocate for people who use drugs, aiming to improve the clinical service they access, as well as supporting nursing staff who provide care. Finally I have embarked on my MSc in Substance use, which I would have never considered attempting prior to becoming a Queen's Nurse! Thank you."

Yvonne Manson

"There is an increase in nurse vacancies across Scotland. In the council areas Holmes Care covers, the percentage of nurse vacancies in care homes rose by 14% in 2021. Nurse vacancies are expected to have increased again in 2022 and we are waiting for the data to be published.

"With the continuing crisis in nursing in Scotland me and fellow Queen's Nurse Dr Jane Douglas, researched nurse models. We found that the INTERCARE nurse model in Switzerland had been successful at supporting the upskilling of care home nurses as well as the upskilling of care home staff. The program resulted in reduced hospital admissions, greater job satisfaction, and an improvement in recruitment and retention. Dr Douglas and I applied to the GNC fund to be able to go out to Basel to meet with the INTERCARE research team and the care homes who had been involved in the project to learn more. Our funding application to the GNC was successful and we visited Basel.

"When in Basel we met with Professor Franziska Zuniga who is the lead researcher on the INTERCARE research. We also met with the research team Lea Saringer Hamate, Vanessa Litschgi, Flaka Siqeca, Megan Davis and Professor Michael Simon. We were invited to participate in the INTERSCALE research group conference call, two different presentations, and the core team meeting before meeting with Professor Franziska Zuniga and Professor Michael Simon to discuss the project further and ask any questions.



"While in Basel we were also invited to visit Obesunne care homes. Visiting the care homes was an excellent experience and I could see for myself the impact of the INTERCARE nurse programme and hear about the challenges and successes. On return to Scotland, I drafted a short report on the visit and began work with our head of training and development, Lindsay Dingwall, on how we could incorporate some of this learning into our registered nurse development program and senior carer support programme. This development work is currently still ongoing, and I am looking forward to how it can support care home nurse development as well as senior care staff development in ensuring right care, right place, right time, right person."

Craig Bell

The Queen's Nurses in NHS Forth Valley have undertaken development sessions with Nursing and AHP colleagues across the Learning Disability service, allowing us to showcase and share the learning opportunities we have gained from the Queen's Nurse programme.

The Queen's Nurses recognised that due to the exceeding pressures and demands on staff workloads, there was an appetite to provide a safe forum for the group to explore their values. When we can clearly identify with our values they can guide us when making choices/decisions; and the more we can live in alignment to what matters to us. The Nurses identified the group hadn't "visited" their values for some time, and the exercises undertaken demonstrated a

process to re-evaluate the values that drive them personally and professionally. The group were guided through a short 'inner journey' mindfulness practice and as shown in pictures, were provided a creative space to illustrate their values and share what they had produced with other members of the group. We supported the group to reflect on individual creations; detailing what they see, feel, hear and imagine when approaching each creative piece.

Feedback has been extremely positive; staff appreciated the opportunities to step away from the heavy demands of their working day. The session created moments of stillness, encompassed with positive and lasting energy amongst the workforce. Laura, Chloe and Craig are excited to follow this up with another session in December!"



Caroline Porter

"I continue in my Diana Children's Nurse role in the West of Scotland. I work for Children's Hospices Across Scotland within the NHS. I am based in the Royal Hospital for Children in Glasgow as a member of the Paediatric Supportive and Palliative Care Team. I am fortunate to have a bespoke role that blends direct clinical care and strategic influence. Both of which inform the workforce development and education sessions that I deliver locally and nationally.

"I continue to have an active role within the National Managed Clinical Network PELiCaN (Paediatric End of Life Care Network) and currently Co-Chair two of the network subgroups: Service Development, and Education and Communication. Children's palliative care is a changing landscape in Scotland. We are again at a pivotal moment with the new Scottish Government Palliative and End of Life Care Strategy being developed. I take every opportunity to positively influence the strategic development required to achieve the expansion of 24/7 specialist service provision to any baby, child or young person with a life-limiting condition. Queen's Nursing has helped me develop the leadership qualities that are required in the pursuit of improving specialist service provision. I no longer sit back thinking something but not contributing it. I speak confidently with my clinical experience as my base and my leadership qualities as my drive."

Jen Grant

"I am a qualified Specialist Community Public Health Nurse. I currently work within School Nursing as a Team Leader supporting two staff teams who cover vast areas across the Kingdom of Fife, Scotland. Our School Nursing teams work with a school aged population of children and young people aged 5 - 19 years old, to provide early intervention and prevention support, for identified health and wellbeing needs. I felt the C3 project was an opportunity to engage more closely with early intervention and prevention work in the wider community, to support children and young people to consider their community and their environment, and to recognise that they could be the change for positive outcomes for theirs and others' health and wellbeing in their identified community. The community group really

embraced having a voice to evoke change for their own expressed needs. The biggest change has been the level of confidence the children and young people have had to participate and engage within their community and build positive relationships with trusted adults while learning about their health and their environment. The stand out moment for me was the motivation and dedication of each child and young person to attend every session of the community project, even when it was physically challenging. Secondly, to have children and young people say they want to continue the project work and support other children to learn and participate in future projects made my heart sing with joy! Lastly, the children and young people in the gardening group have received an award that can be academically counted - the Hi5 which will give them the equivalent to a National 3 award!

"The projects are mainly about building community connections and caring about yourself and the community around you:

- inviting in the local community, specifically the more isolated and elderly/ asylum seeking families to afternoon tea. The young people from the local Youth Auchmuty Group (YAP) (for young people aged 12-18) prepared the food, baked the cakes and tray bakes, served teas and coffees and offered the chance to chat and play table top games. The first event went so well this will be ongoing. Local residents asked for more opportunities to connect in this way as they had enjoyed it. It also allowed the YAP group to learn how to bake, be safe in the kitchen, and use kitchen utensils and basic ingredients with fantastic outcomes.
- The YAP young people support the local primary school P7 class (who would be transiting to High School after the summer holidays) to engage with a gardening project at the local Police Headquarters. The project allowed learning about weeding, tidying, ground preparation, planting and feeding birds. This allowed older peers to take on positive role modelling to younger peers. The police sergeant has suggested this will be an ongoing project with more schools in the area to support transitions to meet older peers and develop positive relationships with the police.
- There has been sports equipment bought and used for the YAP group but it has also been used to support physical activities with local school children to engage them with community outdoor events in the summer. The sharing of resources in the community will continue throughout each year.
- The YAP group are planning a residential trip to engage in outdoor activities to continue learning about the environment and enjoy being outdoors while maintaining physical fitness and better mental health and wellbeing.
- The YAP group has sourced another potential community garden within their precinct area, where they are in talks at the moment about connecting with another community group to develop and flourish the land."



QNIIS Highlands & Islands 'Gather'n'



This blog was written by Queen's Nurse Suzanne Turner. She is a Civilian Nurse for the MOD and was previously based at Fort George, Inverness where this gathering was held.

As the fellowship of Queen's Nurses continues to expand each year, I thought it might be a wonderful opportunity to bring together nurses of the Highlands and Islands who all work in diverse areas. The concept was initially a get-together, a type of 'lunch and learn'.

The shout went out on Twitter and before long 12 nurses were added to a WhatsApp chat. On the day I was joined by Helen Gilpin, Eilidh Wilson, Michelle Duffy, Jaime McNab (nee Smith) and Joanna Taylor. We were a diverse group working in various settings.

I am currently the only MOD civilian nurse who is a Queen's Nurse in Scotland. A title that means so very much to me. I had the privilege of providing healthcare to infantry soldiers (3 SCOTS, The Black Watch, 3rd Battalion The Royal Regiment of Scotland) at Fort George which is located on a little 'spit of land' to the east of Inverness. A formidable construction which was designed post Jacobite rebellion in 1745 on the orders of the Duke of Cumberland. The Board of Ordnance appointed William Skinner as Director of Engineers for North Britain, he was tasked with finding a new site. Skinner completed his survey in 1747 and his recommendations were accepted by the Board. His plan was to build a Fort covering 42 acres. The barracks were designed to hold a garrison of over 2000 men and was to be entirely self-sufficient, with its own storehouses, a bakery and an inn. It was the biggest construction job in the Highlands with work beginning in 1748. The construction was completed in 1769 and has been occupied by the military ever since.



Much chat was had around a location to hold the gathering. We needed to be mindful that some would be travelling quite a distance, so somewhere central was essential. I had a lightbulb moment, why not hold it at Fort George? I had been working there for the past 5+ years but due to estate rationalisation the medical centre and staff had been relocated some 20+ miles away at Kinloss Barracks. I contacted The Highlanders Museum, which houses The Queens Own Highlanders collection, located within the Fort. In fact, the museum is housed in what was the Lt Governor's residence and well worth a visit. The room was secured, and vitals such as lunch, tea and coffee organised!

Once settled in the meeting room the chat began, introductions, areas of working, the QN programme and the benefits it brings. This was followed by some Capacitar wellbeing practices led by Eilidh Wilson and Helen Gilpin, followed by a potted history of Fort George by me. Interestingly, in 1782 the ordnance storehouse was converted into a hospital. It included a surgery, two small wards and one large. In 1850, following dramatic improvement to nursing initiated by Florence Nightingale, and with the return of the Regiment to Fort George the old hospital was reconfigured and given an extensive facelift. In 1906, Soldiers, Sailors and Families Association appointed a nursing sister and obtained permission from the War Office to build a nursing cottage. There were still no wards for sick families and babies continued to be born within the barracks until 1913 when the War Office built a small maternity hospital. In total 353 babies were delivered in the hospital during the 21 years' service of one nurse, nurse Owen.



A fabulous lunch was enjoyed which was followed by a session using At My Best Cards, a great resource to instigate conversation around appreciation of self and others allowing a safe space for discussion.

It was then time to face the elements. A tour of Fort George including the ramparts, the kirk, barrack block, black hole (holding cell), guard room and the pet cemetery where the regiment and battalion pets have been laid to rest. The Fort is world renowned for opportunities to spot the Moray Forth pod of dolphins but unfortunately on this occasion it was not to be. A splendid day was had by all. It was fantastic to be able to show other QNs where I had worked, and they were able to understand some of the complexities of modern-day military living in an historical building.

On leaving the museum and passing on thanks to the staff for their hospitality, one member of staff commented "it must have been a fun day as all we could hear was laughter" which just about sums up the day.



Think COULD

In last year's newsletter we shared the story of a group of Learning Disability Nurses who completed the Queen's Nurse Development Programme in 2021.

These eight experienced Learning Disability Nurses worked together on a joint project focussing on people with a learning disability who become involved in the justice system.

We are delighted to be able to update you on the progress the group has made in 2023. Earlier this year, with the generous support of The Burdett Trust for Nursing, the group launched 'Think COULD,' an original animated feature aimed at raising awareness of the need for improved support for individuals with learning disabilities within the justice system.

The animation was first screened on 18th May at a virtual event hosted by QNIS. It serves as a vital resource for professionals who work within the justice system. Its primary objective is to raise awareness of the diverse needs of individuals with learning disabilities, emphasising the fact that people may mask their condition, have reduced understanding of their actions, or additional support needs. The group is now working on the next stage of the project to develop a digital poster to go along with the animation which signposts resources.

to The Burdett Trust for Nursing and to QNIS for their support throughout this journey."

Clare Cable, Chief Executive and Nurse Director, QNIS, said: "This group of Learning Disability Queen's Nurses are driving positive change for individuals with learning disabilities, ensuring they receive equitable treatment and fair access to justice. I believe that this animated feature can make a difference. I am incredibly proud of the collaborative effort behind 'Think COULD,' and extend our gratitude to The Burdett Trust for Nursing for funding this project."



Impact and achievements

The animation has already had a significant impact, having been incorporated into National Police Scotland training. It has also been shared with Scotland's prosecution service, The Crown Office and Procurator Fiscal Service, learning disability services across the UK, prison and custody suites in Scotland, and the Law Society of Scotland.

This has led to some very well-deserved recognition for the group, including being asked to present at conferences and to write articles for publication. In June they were given the Innovation award at the Scottish Learning Disability Nurses Network and then in October they received the Learning Disabilities Nursing Award at the Nursing Times Awards in London (see page 41).



Shirley Baines, Chief Executive of the Burdett Trust for Nursing, said: "We were delighted to be able to support the Queen's Nurses by funding this valuable project. I hope that those working in the justice system will find it useful and that people with learning disabilities will benefit from an increased understanding of their needs."

By nurturing understanding and providing practical tips, 'Think COULD' aims to empower justice system staff to adapt their actions and communication effectively.

The LD Cohort said: "Our aim is to promote a more inclusive and understanding environment for individuals with learning disabilities, and this animation is an essential tool towards achieving that goal. We are immensely grateful

CAN Workshops

The Complexity and Adversity workshop programme brought together a network of community nurses and midwives working in primary care in some of the least affluent areas in Scotland. We provided a series of ten workshops, delivered monthly, intended to support and enhance their ability to provide care for people facing poverty, adversity, and multimorbidity. The specific intended outcomes were as follows:

- Deepen community nurses' and midwives' understanding of relationship development and the impact of poverty, adversity, and multimorbidity on the people they are caring for.
- Improve awareness of the specific impact on the nurses themselves of working with poverty, adversity, and multimorbidity thereby informing approaches to practitioner self-care.
- Provide support and resources that help promote and maintain therapeutic optimism.
- Create the initial space for a group of like-minded primary care community nurses to connect, thrive, and grow their capacities for relational practice in everyday clinical work.
- Explore the potential for a continuing network, including possible aims, priorities, membership, and resources.

Ten workshops were delivered for 45 community nurses and midwives attending from nine different health board areas in Scotland. External speakers brought specific topic expertise to each session. Every participant also attended a monthly reflective practice group for ten months, facilitated by an expert clinician.

Three blogs were written and produced as hard copies and freely available online and circulated widely to explain the value of relational approaches to care in mitigating health inequalities, and to promote the programme.

A lived experience group worked with us to share their experiences of the impact of poverty, adversity, and multimorbidity. They used photojournalism methods to provide for us a series of powerful and thought-provoking images, which we have used to support and enhance our project communication activities.



Left behind

Independent evaluation research was commissioned and is now complete. The qualitative and quantitative data describe and explain the nurses' and midwives' responses to the programme and the impact on their clinical practice.

We held a small event for key stakeholders including nurse leaders, health and social care managers, educators, policy leads, and senior practitioners. This event enabled us to share details of the programme and the evaluation and to explore the potential for further work with others. We are planning to deliver the programme again next year, with some minor changes based on the feedback from the evaluation.



Safer than home

CAN evaluation

We commissioned an independent evaluation led by researchers from University of Salford and University of Nottingham. As part of the commission, we asked that the associated research assistant work be offered to a nurse researcher if possible. This meant we supported an early career nurse researcher. The evaluation used quantitative and qualitative methods to investigate the impact of the workshop programme, and we have shared a summary of the key findings here.

Given all the pressures on health and social care services just now, community nurses and midwives face considerable difficulties securing time away from clinical duties to attend learning and training events. While participants told us they would have enjoyed meeting in person, they were also clear that they would not have been able to be involved unless the workshops were delivered online.

The community nurses and midwives who attended also told us about the extraordinary emotional demands on them as they support people and communities experiencing extreme violence, marginalisation, and appalling poverty. The personal impact on the nurses and midwives themselves was sometimes shocking and made their commitment to the job humbling. Despite these challenges, we have found it is possible to provide a programme that supports, informs, and enables, and is even transformational for some participants – using comparatively modest resources.

The nurses and midwives who took part in the evaluation reported feeling much more confident to apply relational approaches in practice and their levels of burnout and

secondary traumatic stress reduced. At the same time, their levels of empathy and compassion satisfaction increased. The nurses and midwives also described changes such as improved therapeutic relationships, better self-awareness, and increased understanding of how circumstances and experiences influence the ways people relate to professionals. Staff wellbeing was also affected, with participants reporting reduced frustration, increased hopefulness, greater job satisfaction and increased recognition of the value of their work.

Even after the programme finished, the researchers found that the changes had been maintained and there were indicators of continuing improvement in the nurses' and midwives' ability to use their learning in everyday clinical practice.



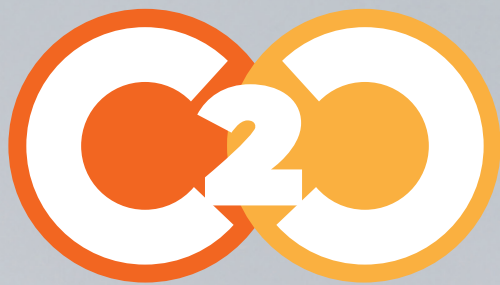
Creating healthier communities

This whole programme focused on the importance of the relationship between the person receiving care and the person providing it. The workshops aimed to 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 the work that nurses and midwives do.

We are delighted that awareness of the programme among key stakeholders has already led to invitations to present the work at several conferences, national groups and committees, and educational events. This activity means we have been able to introduce a wider range of practitioners to the ideas and principles embedded in the programme. All of this has sparked conversations with senior nurse leads, policy leads, and leads from other health and social care professions about the value of relational approaches to care.



Peer support



Chance **2** Change

As part of our Complexity and Adversity workshop programme, we chose to commission photography that would strengthen our ability to communicate the ideas behind the work and the outcomes achieved. We approached Chance2Change (C2C), a group we had worked with before. In fact, C2C was first established as a peer support group in 2017 through a QNIS Catalyst for Change small grant awarded to a local practice nurse in Drumchapel. As part of the project, the eleven members of the group took part in photojournalism training with Inclusive Images and Clydesider magazine, both social enterprises based in Clydebank.



Invisible barriers

We asked C2C to create photographic images that spoke to the themes in the workshop programme, which included homelessness, grief, trauma, early deprivation and neglect, addiction, poverty, and physical ill health. These are themes that many group members had experienced directly and at times they found the photography work highly emotive and challenging. The images they produced for us are exceptionally thought-provoking and we have shared some of these with you on Pages 19-23. We are grateful for the commitment and energy the group brought to their work on this project and we know they have drawn on some very difficult personal experiences in order to create such powerful photos. One of the group members discovered a talent for photography and as a result, secured a place at college to continue developing her skills – to the delight of her peers in the group and all of us at QNIS!

C2C group members have also been busy taking up an expert reference role (lived experience) for the Scottish Government Primary Care Health Inequalities Development

Group. Represented by Leanne, the peer support worker who coordinates C2C, they work hard to highlight the reality of living in an area of deprivation and how the cost of living and pressures on a wide range of local services impact on lives and health every day. One group member, Jenny, has written about her own experiences and you can read this on page 22. QNIS is proud to continue supporting and working in partnership with C2C.

The success of this project has exceeded our expectations, and despite officially coming to an end back in March 2023, we are still engaged in new activities. A selection of the photos is currently available to view in the University of Glasgow's Clarice Pears building, in the Gilmorehill Campus next to Byres Road. The photos are exhibited as part of the School of Health and Wellbeing focus on health inequalities and also as part of the Scottish Mental Health Arts Festival, which took place during October 2023 and explored the theme of 'Revolution'.

Bed for the night



My shame

Jenny's Story

The Cost of Living Crisis

Jenny Fulton from Drumchapel, one of the members of the Chance 2 Change photojournalism group we worked with, invites us to share in her experience of the cost-of-living crisis and how this affects her and her partner on a daily basis.

When people talk about cost-of-living, they talk about fuel poverty and food poverty, but what does that actually mean to the average person? I'll give you all a little insight into my life in the middle of the cost-of-living crisis.

I get paid every fortnight on every second Tuesday. This has always made it difficult for me to plan and budget, two skills I'm learning again from scratch on my recovery journey. Currently I spend over a third of my benefits every fortnight on gas and electric. I spend over 35% of my benefits on fuel. They say if you spend over 10% of your money on fuel you're living in fuel poverty, so what's my situation then? And even though I pay over a third of my benefits to gas and electric I still spend around three days before I get paid with no heating or hot water at all. My gas runs out. Usually, my gas runs out on the Saturday night, and I am left until the Tuesday morning to cope without. This happens every single fortnight.

The effects on me are far reaching. I have chronic psoriasis, but not having hot water means I cannot clean my skin properly. I use boiled kettles, but it takes several to wash

my skin fully. I need to wash at least twice a day to put all the creams and lotions on, no easy task. Even though I do try to keep up with this routine, whether I have hot water or not, the fact is that there is nothing more depressing or challenging than facing a freezing cold bathroom. Trying to be thorough with my skincare two or three times a day becomes impossible. My skin has been getting worse over winter and I am now battling daily infections, escalating pain, and weeping sores. I have had to be referred to dermatology, a prime example of how the increased cost of living directly impacts the NHS.

All those boiled kettles are only adding to my electricity bill. I also use the kettle to do dishes and to clean. It is continually impacting my mental health and wellbeing. To stay warm, I use a small electric fan heater in the living room. The heater is really expensive to run, so I am only willing to put it on for twenty minutes at a time. As soon as you put it off again, the room cools down. After just another twenty minutes it's freezing again. My house is becoming cold, damp and very uninviting. Consider my circumstances; I am someone who has an unhooded mind* and I am trying to gain the tools and skills to create a home. This is not the environment for me to do this. I have lived this way before, but back then I had some understanding of why. My chronic addiction often saw me without heating, hot water and even electricity, but the need to feed my habit always took precedence. I am now more than three years clean and

sober. I do not understand why, after all the changes I have made, I am still having to live like this now.

*An unhooded mind is where a person doesn't have the skills, tools, or experience to create a home. They need a base to go to, where they feel settled and where they can relax and recuperate from the world. A person with an unhooded mind can struggle to create a place where they feel safe, somewhere they can find peace knowing it is their own personal space. I'm trying to change from a mindset that is constantly on high alert, often feeling vulnerable and unsafe, to one of being comfortable, relaxed and at peace. It's a work in progress for me.

I hear people say that they cannot afford takeaways or to eat out because of the cost-of-living crisis. With over 35% of my benefits going on fuel, I am struggling to feed myself and my partner, Steph. I cannot afford a big shop for us every fortnight anymore. Like so many others, we can't afford to buy healthy food, or even enough food for every day. With options limited, I have fallen into the very bad habit of shopping every day. Often, my partner and I meet after our days are done and count out how much money we have between us before deciding what we can afford to eat that night. This means I can't plan meals. Increasingly we are depending on poor and unsubstantial meals. After waiting until 6.30 or 7pm at night just to see how much money you have, the last thing you want to do is go shopping or prepare dinner. Pot Noodles, cheap microwave dinners and beans on toast are becoming the norm for us. Steph and I spent many years hungry, choosing our habits overeating. It is too easy to slip back into old habits, going to bed hungry rather than facing the supermarkets at night with only pennies in your pocket. I take so much time as I go round the isles, feeling panicky and sick with anxiety, adding up the cost of my shopping as I go. The panic gets worse when I go through the tills. What if I have added it up wrong? What if I don't have enough cash to cover my shopping? When this happens, I have to ask to put things back – something I find very distressing.

I'll give you a typical scenario I faced a couple of weeks ago. I got home at 6pm. Steph and I put what money we had together, and it came to ten pounds. That cash was to buy dinners, snacks etc. for three days. We needed washing powder – a necessity, especially as my skin is so impacted

trying to cope with the lack of washing amenities. We had also run out of salt. My partner is already naturally thin and because of the years he spent starving himself, choosing his addiction above feeding himself, he is on the tipping point of becoming extremely underweight. It may not seem important, or even healthy to some people, but I know that buying food and not having salt will just encourage him not to eat at all. Another thing we needed that week – washing up liquid. We only have four plates and four bowls, it's enough for us but only as long as we can wash them. And lastly, we needed deodorant. With all those things we needed, the ten pounds went down to three pounds. Three pounds, to buy food, for three days. This doesn't buy very much at all. When this happens, we end up buying Pot Noodles or cheap microwave meals, bread, beans, or soup. Or, and I admit this is happening more and more, we just don't bother to source dinner at all. Feeling hungry going to bed, trying to get to sleep with an empty belly. I thought this was something I had put behind me.

My point is that it's not just a lack of heating, hot water, or food that's the issue, it's the impact these things have on you. It's the huge negative effect on my ability to keep myself and my partner healthy, both physically and mentally. Not being able to plan is really unsettling for us. We are unable to provide regular washing facilities or to buy decent food for preparing meals. Living without any care for our own welfare is a role that we could very easily slip back into, and in turn this could easily lead us back to a chaotic and unhealthy lifestyle. In the long term, these struggles will make us more vulnerable and more likely to go back to old ways of living, and old habits.

I am extremely fortunate to have an amazing team who support me. A team who carries me when I need it. Most people in my position don't. Instead, they turn to their doctors, to hospitals or to community led projects. Right now, these amenities are looking just as vulnerable as the people turning to them. I know that you all must be feeling the cost-of-living crisis both personally and professionally. It is so important that we share our stories and keep sharing them. If we can get them in front of the people who can change things, they will have to listen up and take notice.

Thank you.



“I am struggling to feed myself and my partner, Steph. I cannot afford a big shop for us every fortnight anymore.”

Queen's Nurses Gathering

The November 'Unconference'

We were delighted to be joined by 70 Queen's Nurses for a two-day 'unconference' at Stirling Court Hotel in November 2023.

Queen's Nurses travelled from as far afield as Orkney, The Highlands, Wigtownshire and the Borders to be a part of the gathering. The event allowed delegates the opportunity to slow down and reflect away from their work environments, to recharge and reconnect. Each Queen's Nurse made new connections and spent time strengthening existing bonds in one-to-one conversations, cohort sessions and in small group discussions.



The event provided an opportunity for Queen's Nurses to create new special interest groups; those with shared clinical expertise came together in sessions to discuss how they can connect, offer peer support, and collaborate to tackle issues in their field. Topics included workforce wellbeing, contemporary healthcare challenges, and working together to tackle Scotland's health and care inequalities.

Delegates enjoyed guided wellbeing practices, including yoga, Capacitar, and a choice of early 'spring into morning' sessions for those keen enough to start at 0645.

We were delighted to be joined by Dr Margaret Hannah, Director of Health Programmes at the International Futures forum, who shared her thoughts on Humanising Healthcare: small acts of transgression. Margaret invited the group to take part in a short stillness exercise and shared resources to help stimulate thinking and discussion around how community nurses and midwives can remain agile, open minded and think creatively and contribute to a positive future for healthcare in Scotland.

Video messages from those involved in the programme over the years were much appreciated. We are grateful to programme coaches Kate Greenstock and Edith Graham, and Jane Cantrell, programme facilitator, for their inspiring and warm messages. We were also delighted to receive a message from Prof Brendan McCormack, Head of Susan Wakil School of Nursing & Midwifery, whose work underpins much of the programme and who many had met in his role as a programme facilitator.

Queen's Nurses who were unable to attend were kept connected through what's app chats during the event.

The gathering was enjoyed by all. It provided a lot to think about and ideas were collected of how Queen's Nurses can unite to make a difference in Scotland. It is hoped a Queen's Nurse gathering will become a regular event in future as the network of Queen's Nurses continues to grow.



Making a difference

How funders, legacies and donations help us to continue our work

The generosity of donors has enabled QNIS to educate, support and develop community nurses and midwives throughout its history. 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 our 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 this 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.



We are incredibly grateful to the charitable trusts who have helped to fund candidates for the 2023 Queen's Nurse programme. Without this financial support the programme would not be possible.

The Burdett Trust for Nursing has generously funded four candidates who are focusing their learning on primary prevention of cardiovascular disease.

The Dunhill Medical Trust has supported six candidates who work with older people.

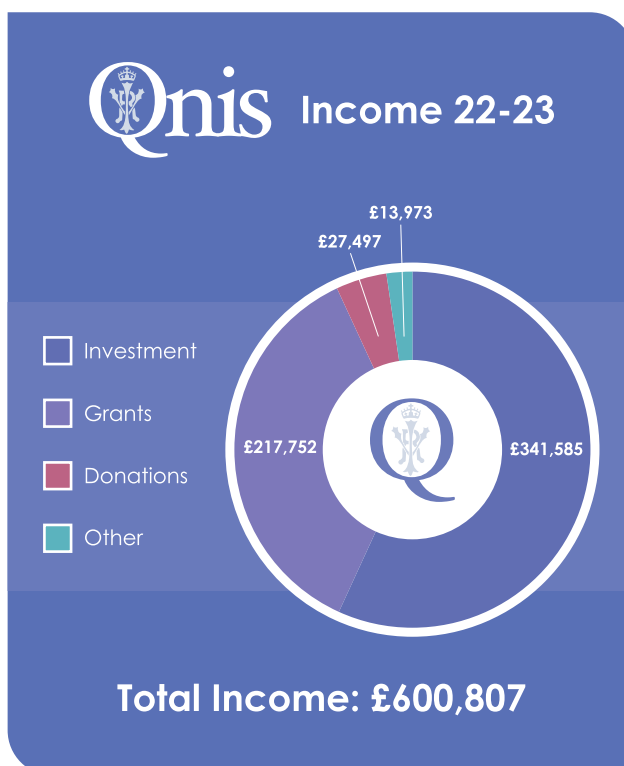
NHS Lothians Charity continue to fund a nurse from NHS Lothian.

One candidate has been funded by a scholarship from **The General Nursing Council**.

Scotland's Gardens Scheme has been our funding partner since 1931 and we remain hugely honoured to be supported by this remarkable group of gardeners.

How can you help?

QNIS is a small charity with big ambitions, and we need your help to realise these. We are fortunate to have some income from an investment portfolio, but that only covers a fraction of our charitable expenditure. We need to fundraise to cover the costs of running all our programmes.

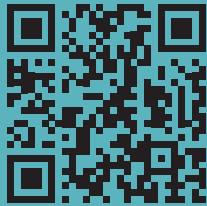


There are a number of ways that you can support our work to inspire those who care for Scotland's communities.

Individual or regular donations

You can support us by making either a regular or one-off donation. You can do this by either following this link: www.qnis.org.uk/support/

or scanning this QR code:



<< Scan here

If you'd like to make a donation, but prefer not to do so electronically, please contact the office on: 0131 229 2333.

Leave a gift in your will

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. A simple change to your existing will can be made using a Codicil form.

Remembering a loved one

Supporting QNIS in memory of a loved one is a touching way to celebrate their life and create a lasting legacy that will help to improve the health of people across Scotland.

It can be comforting to know that your gift, given in their honour, means that after they are gone, the organisation they represented is supported and continues to have an impact on so many people. Please contact the team at: office@qnis.org.uk if you would like to know more.

Corporate support

There are a number of ways your staff teams can work with us for mutual benefit.

You could choose us as your charity of the year, donate a percentage of your profits on a particular product to us, take part in an event on our behalf, or partner with us on a project.

We always welcome the opportunity to raise awareness with interested organisations about the work that QNIS is doing to improve health inequalities and support community nursing and midwifery.

Events

Why not get a group of friends or colleagues together and take on a challenge whilst raising funds for QNIS.

There are lots of organised events taking place across Scotland such as the Kiltwalk, Edinburgh Marathon, and the Scottish 10k. If you do take part in an event, please get in touch and let us know about your challenge.

If you want to try something different, why not organise your own challenge and raise funds for QNIS. We'd love to hear

from you and find out about the innovative ways you find to support us.

If you are interested in finding out more about how you can support us, please send an email to: office@qnis.org.uk

With your donations, we can support, inspire and develop Scotland's community nurses and midwives, helping them to be catalysts for change in their localities.

Nurses like Jaime and Laura who undertook the Queen's Nurse Development Programme last year.

In her role as the Lead Nurse for Care Homes & Care at Home in NHS Highland, Jaime McNab worked to find ways of improving access and choice in meaningful activities in care homes.

She noticed the huge impact that the pandemic had had on the wellbeing of both her colleagues and the people they were caring for and was keen to address this. Jaime was not afraid to think creatively and courageously:

"I am passionate about encouraging positive risk taking for those in receipt of care, to ensure they can live a fulfilling life."

As she started her new post during the pandemic, she was shocked to see a high level of social isolation in a communal living arrangement and was determined to do something about it. She also noticed a rise in pressure ulcers, a rise in falls and other impacts of people being in their bedrooms and less active. Initially Jaime had quite a closed idea regarding "activity" and was looking to promote use of a fitness programme. However, throughout the year as she progressed through the Queen's Nurse programme, her understanding of what was important changed. She began to recognise that meaningful activity is not necessarily "organised" activity but is more about encouraging activity that enables participation in life - be that gardening, setting tables, putting laundry away, sweeping.

"I realised that person-centred care should focus on what the individual wants, not what the health professional thinks is best."

The Queen's Nurse programme helped Jaime to tackle this issue, by encouraging her and giving her the confidence to challenge views and by giving her space to reflect and to develop her ideas.

Post-COVID, the impact of social isolation and people not leaving their rooms continues as many residents have lost their confidence and have experienced reduced mobility. Through her project, Jaime has worked to ensure that her colleagues are supported and enabled to aid the people they care for by encouraging and assisting them to be active in a way that suits them.



"We got into a habit historically of activities in care homes being led by a person who does the activities at a set time and a set place, but you or I don't live like that. An activity for me at home might be sitting down to watch something on the telly and having a chat about it, or equally, I might go to spin class one day. So, for me, the question was, why does activity need to be something different just because you live in a care home."

For Jaime, seeing three residents sitting outside earlier this year on a sunny day in their hats with their feet in a paddling pool, is the perfect illustration of what meaningful activity should look like.

"One size doesn't fit all, and it is lovely to see residents being active on their own terms."

Laura Rothney is a Senior Nurse Practitioner with Aberdeen city's integrated drug and alcohol service. She has undertaken a project to improve access to drug services, so support is easier to obtain for local communities.

Laura set up a 'direct access prescribing' clinic for individuals to access clinical treatment including opiate replacement therapy. This clinic was based within a local third sector drug and alcohol services needle exchange. The aim was to support individuals who were unable to access treatment services through traditional pathways.

Laura's enthusiasm and drive really shine through and these helped her to push forward her work to find more effective ways to reach service users. Having taken time to understand the issues that were preventing people from attending their appointments, Laura worked in collaboration with other service providers and health professionals to offer a more creative and accessible solution. The result of this person-centred focus was improved access to treatment services.

For Laura, engaging with people and understanding the barriers to them attending appointments and accessing treatment services was key to the success of this project. She spent time gaining feedback and speaking directly to people asking them what factors influence their ability or motivation to attend appointments. Issues around mobility and transport availability, for example someone needing to take two buses so they can't make an early appointment, were flagged by Laura's research which were issues Laura was expecting, but there were also other barriers around fear of others knowing where people were going, and associations of certain buildings with alcohol and drug services that she had not appreciated were as influential.

Laura was able to use her research to demonstrate the potential for reaching people and built up a network of support that enabled her to work collaboratively with other health professionals and agencies, including Public Health Scotland, the MAT implementation team and the Scottish Recovery consortium, which provided valuable lived experience.

Initially, Laura as a nurse prescriber, was based in the needle exchange once a week. This enabled conversations to be held with people accessing the exchange about treatment options and debunking some of the myths about treatment and previous experiences of services. Laura recalls that there were a couple of people at the needle exchange who had been trying for months to get into treatment, now able to get the support, which they would otherwise not have accessed.

"The Queen's Nurse Development Programme gave me confidence to drive this project forward despite service pressures. It really helped me in terms of having the confidence that I didn't need to wait for the service manager or the consultant and that actually I could take this on and do it. Without the programme I don't think I would have managed to have this piece of work active."



Image: Iska Birnie

Thank you to our funders



Scotland's GARDENS Scheme OPEN FOR CHARITY

At our recent conference at Dumfries House, we were privileged to hear a practising Queen's Nurse tell us about her life and work. Working locally in Ayrshire, we heard about Elaine Wilson's day-to-day job as a community nurse and the support she brings to local people in so many ways. She told us how becoming a Queen's Nurse and having her cohort of nurses around her, has helped her to be as effective a nurse as she can possibly be and her love for her job and her passion to help others, clearly shone through. She is an impressive young woman and her words clearly resonated with many around the room; a wonderful and inspirational ambassador for the Queen's Nurses.

We also hear from our garden owners and volunteers, that they are so delighted to meet Queen's Nurses visiting their garden. If you're visiting a garden through Scotland's Gardens Scheme, please do tell the garden owner that you're a Queen's Nurse and have been supported as one of the Scheme's core beneficiary charities. They will be delighted to meet you!

While our roots with QNIS are long and entwined, the benefits of gardening itself to the health profession has been, perhaps, a little less well explored. It's only within the past twenty years or so that the garden has become a place that is formally recognised by the scientific and therapeutic communities, to have tangible benefits for wellbeing. Although these benefits have been recognised for centuries, perhaps even millenia, by those creating and nurturing gardens through the ages, the growing evidence base for gardens and gardening both in domestic and healthcare settings, is critical in opening the garden gate to horticultural therapeutic practice. There are so many ways that a garden can bring wellbeing benefits and increasingly, we are seeing gardens included in the 'Yellow Book' with that purpose in mind: allotments and community gardens are green lungs, providing greenspace, wildlife corridors and food in our towns and cities; school gardens provide a new setting for education and a chance to flourish outside; hospital gardens offer a place of respite and recovery for staff as well as patients and families, and a safe place to talk.





So what makes a garden a space for wellbeing? There are wonderful examples of gardens beautifully designed and created specifically for patients at Maggie's Centres and Horatio's Garden and both will be opening in Edinburgh and Glasgow in 2024 so do visit for inspiration. Thinking on a smaller scale, though, there is a lot you can do to create or enhance your own wellbeing garden, whatever the setting. Here are a few things to think about:

Creating the greenery

If you have space, add shrubs and trees to mask surrounding noise and capture pollutants. They'll create their own soundscape with rustling leaves and lend a sense of privacy. Sensory planting offers a huge choice; swaying grasses for sound and light; lavenders and herbs for scent; lamb's lug for their soft leaves and verbena bonariensis for their tall and tactile square stems, topped with purple flowers beloved of butterflies.

Colour

Plant pots of bulbs in autumn for spring colour; tulips, tiny tete-a-tete narcissi, blue grape-like muscari for a collection that can be viewed from the inside when it's still a little too chilly outside. Plant alliums for their waving purple pompoms in May and June and later architectural seedheads. Try to plan for a range of plants that will flower at different times through the seasons to keep that colour going. The options are endless.

Water

A trickle of water can be achieved very simply with a small bowl of water and solar pump, and situated in a sunny spot, will provide a relaxing sound and sparkle of light that can be quite delightful. A wildlife pond can be created in an old sink, a microhabitat to provide endless hours of pleasure discovering what's within.

Birds & Beasties

The shrubs, trees, plants and water you've added above will entice a variety of birdlife into your garden, bringing much delight with them. Add some birdfeeders to increase the range of birdlife visiting your garden, and you can also have fun by choosing plants that attract particular birds and insects.

Something to nibble

Even the tiniest space can grow something to eat and it's fun to nibble as you wander. There are tasty varieties of cherry tomatoes that can grow well in a hanging basket or window box; herbs like rosemary and thyme are easy to grow and can be picked for soups and stews, while mint is lovely for fresh mint tea (keep it in a pot so it doesn't take over your garden!). A tray of cut-and-come-again salad leaves can be snipped through the season and pea shoots and microherbs such as coriander can be sprouted quickly in trays to add a 'masterchefy' touch to your cooking!

Places to sit

Don't forget to stop and smell the roses from time to time. Add places to stop and sit, eat, chat, relax, to be with others or be by yourself – and enjoy the fruits of your labour of love.

The truth is, a garden that's good for you is good for the environment too – and that's a win-win. And it needn't be expensive; one of the most dazzling displays I ever saw was in sheltered accommodation for people recovering from addiction, where with no budget and little knowledge ('I just read the back of the packet'), the caretaker had planted a packet each of sweet peas and nasturtiums to scramble up an ugly wire fence in front of the centre. The effect was spectacular and cost less than a fiver!

For inspiration:

For help: www.trellisscotland.org.uk

Visit: Therapeutic Gardens at Maggie's, Horatio's Gardens, Craig Hepburn Memorial Garden at Linwood High School, Ninewells Hospital Therapeutic Garden in Dundee

Read: Your Wellbeing Garden (RHS); Planting with Nature by Kirsty Wilson

Look out: for RHS Plants for Pollinators online for a list or emblem on plant labels

Liz Stewart

Chief Executive, Scotland's Gardens Scheme
Scotlandsgardens.org

Long Service Awards

We are delighted that this year we have been able to support and attend in-person Long Service Award events.



Alison Jarvis attended an event in January hosted by NHS Greater Glasgow and Clyde. Alison was delighted to join 11 nurses for the long service awards ceremony at the Gorbals Health Centre. The event was hosted by Fiona Houlihan (2021 QN) and Lorna Dhami (2018 QN) and included Brenda Kirk, Children's Nurse who was named Nurse of the Year at the Scottish Health Awards in November 2022. Many congratulations to them all.

Erskine Home hosted a conference in May during which QNIS was invited to present Long Service Awards. 18 nurses received awards as part of their International Nurses Day celebration, the longest serving member having 43 years of community nursing experience. Many thanks to Rhona Hotchkiss for representing QNIS and presenting the awards.

Then in September, the 2023 Awards Event for Long Service hosted by NHS Dumfries and Galloway was held. This occasion brought together friends, family, and distinguished guests to praise the exceptional commitment and dedication of 46 Community Nurses and Midwives, each with an impressive 21 years or more of professional service.



With the awardees combined number of years served amounting to a staggering 1,249 years, this event commemorated the invaluable contributions of healthcare professionals who have devoted their careers to the wellbeing of their communities.



Roll of Honour



In total we awarded certificates and badges to 82 nurses and midwives.

Those who received their award in 2023 are:

- | | |
|--------------------|---------------------|
| Elizabeth Addis | Clare Lewis |
| Jacqueline Aindow | Elaine Little |
| Pam Airey | Maureen Macauley |
| Amanda Allen | Kim Maclean |
| Joseph Allen | Fiona Mann |
| Derek Barron | Sylvia Marshall |
| Carol Bell | Jacqueline Mason |
| Gail Bell | Tracy McAdam |
| Elizabeth Briody | Margaret McCabe |
| Annette Brown | Elinda McClement |
| Dawn Burley | Pamela McCourtie |
| Jacqueline Carroll | Elaine McCubbin |
| Denise Colvin | Anne Marie McFadden |
| Margaret Currie | Adele McGuffie |
| Eileen Davidson | Helen McLean |
| Carolyn Denham | Pamela McLean |
| Sheila Dickson | Caroline McMahon |
| Linda Dunlop | Wendy O'Ryan |
| Debbie Dykes | Fiona Palmer |
| Gayle Fairclough | Gillian Paterson |
| Judith Ferguson | Karen Paterson |
| Jane Fisher | Fiona Paton |
| Audrey Francis | Alison Payne |
| Kelvin Frew | Julia Payne |
| Abdulla Gabr | Linda Peattie |
| Jacqueline Glen | Sheila Pickthall |
| Lynda Glover | Elizabeth Quinn |
| Lorraine Haining | Lisa Rennie |
| Angela Hall | Justina Ritchie |
| Hazel Hamilton | Debra Russell |
| Sandra Harmjanz | Helen Scott |
| Janette Harrison | Lynn Scott |
| Marie Hickman | Carole Shannon |
| Yvonne Hiddleston | Belinda Smith |
| Gordon Johnston | Yvonne Smith |
| Marlyn Johnston | Karen Telfer |
| Anne Johnstone | Christine Thompson |
| Lisa Johnstone | Caroline Thomson |
| Brenda Kirk | Sharon Vallance |
| Susan Kirk | Ruth Walsh |
| Julie Lennon | Nancy Warne |

QNIS News

Visitors to Castle Terrace

It was a joy to welcome a cohort of nursing students, practitioners and faculty from Auburn University, Alabama on 10th May. This two-hour session in Castle Terrace focussed on the history of QNIS and community nursing, differences between healthcare in the USA and UK and healthcare inequalities.

A second group from Huntsville University, Alabama visited on Friday 19th May and we delivered the same session – both were visiting as part of an exchange programme organised by Worldstrides.

We were delighted to receive a visit from Associate Professor Colleen Walters from Augusta University in Georgia. Colleen is currently involved in developing an educational exchange programme with Robert Gordon University and was especially interested in the history of QNIS, health inequalities, and the Queen's Nurse programme.

Tree planting to support the Queen's Green Canopy

A Cherry Blossom Tree was planted by the newest QN cohort at Balbirnie House as part of the Queen's Green Canopy nationwide initiative to create a living legacy with over a million trees planted. We are grateful to Ayr for their kind donation of bee friendly seeds which were scattered around the base of the tree by the new QNs.



A group of Queen's Nurses from Dumfries and Galloway got together to plant a beautiful Japanese Pearl tree at Logan Botanical Gardens, Port Logan. The tree was planted in memory of our late patron, Queen Elizabeth II.

Anyone wishing to visit the tree can find out more about the garden at www.rbge.org.uk

BBC Radio Scotland Our Story

Queen's Nurses were the focus of an episode of BBC Radio Scotland's Our Story programme, which was broadcast on



16 July and is still available to listen to on BBC Sounds. The programme features four retired Queen's Nurses, Isobel, Sheila, Joan and Angela alongside contemporary Queen's Nurse, Emma Legge, in conversation with the host.



Queen's Nurse Invited to Read Prayer at St Paul's Cathedral

Queen's Nurse Alison Bunce was invited to read a prayer at St Paul's Cathedral during the Florence Nightingale commemoration event earlier this week. This prestigious invitation came as recognition of Alison's outstanding contributions to the field of nursing and her dedication to community service. Nominated by Alex McMahon, the Chief Nursing Officer of Scotland, Alison represented Scotland and the nursing profession on this significant occasion.

Last October, Alison was named RCN Nurse of the Year 2022, an accolade that celebrated her remarkable efforts in making a positive impact on her community as Programme Lead for Compassionate Inverclyde, a growing and self-organising collaboration of ordinary people, faith groups, voluntary organisations and businesses. Through her initiatives, she has influenced the lives of those receiving support and the dedicated volunteers who work alongside her.

Alison's presence at the Florence Nightingale commemoration event at St Paul's Cathedral serves as an inspiration to all aspiring nurses and highlights the remarkable work and reach of nursing professionals across Scotland and beyond.



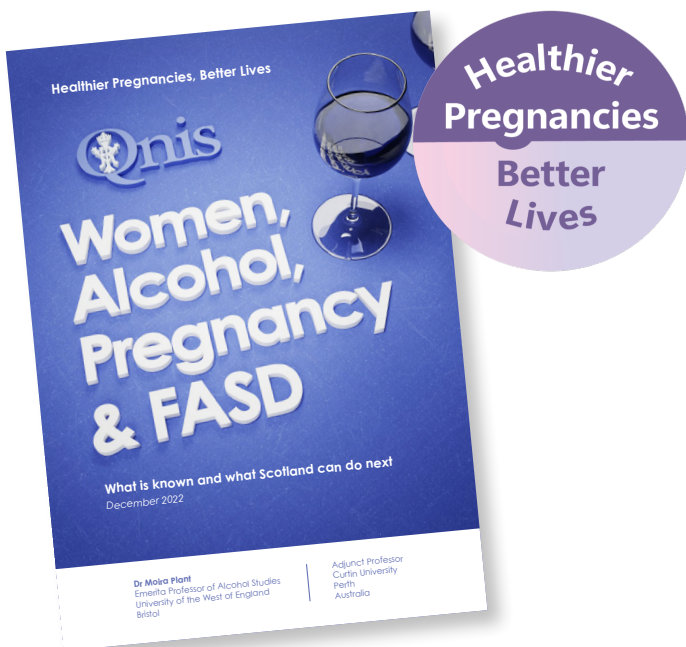
House of Lords Reception

Erica represented QNIS at a House of Lords Reception to celebrate the impact of the Covid-19 Healthcare Support Appeal (CHSA). It was a good opportunity for Erica to meet people from other organisations and charities who, like QNIS, had benefited from the fund. The majority had distributed hardship grants to people, like carers, who when they were isolating due to Covid rules did not have any other source of income at the time. Others, including QNIS, had used the funding to support the wellbeing of those working in the service.



Healthier Pregnancies, Better Lives enters new chapter

QNIS launched the Healthier Pregnancies, Better Lives (HPBL) programme in 2021 with support from Cattanach and The National Lottery Community Fund. Together with healthcare colleagues and those with lived experience in reproductive health, HPBL's mission was to advance preconception health, education and care throughout Scotland. After two years of being hosted by QNIS, the HPBL programme moved to a holding space with funding partner, Cattanach. Coalition members are currently considering the next steps. We are truly grateful to Dr Jonathan Sher for his extraordinary work in enabling HPBL.

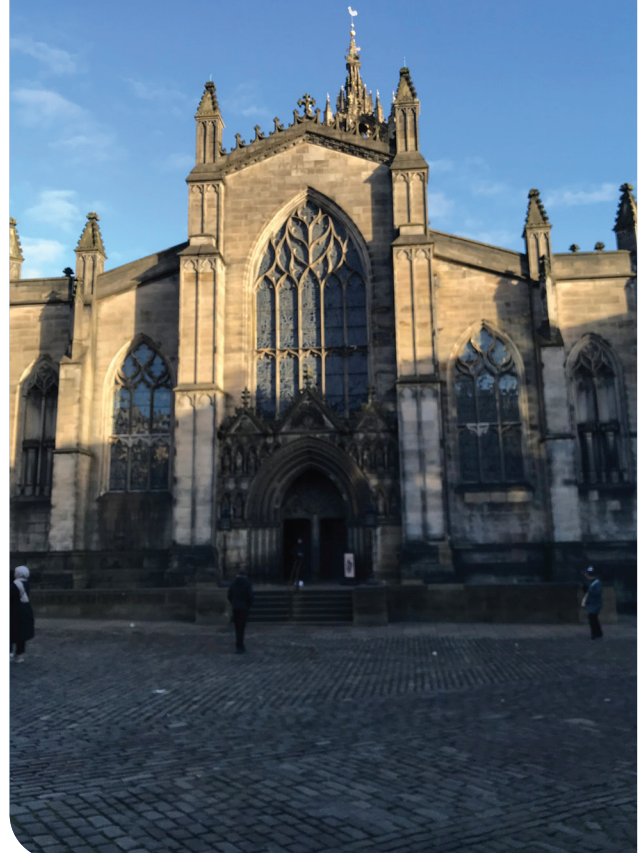


King Charles receives Scottish crown jewels

Back in July, QNIS was invited to attend an event in Edinburgh to see King Charles III presented with Scotland's crown jewels in a ceremony to mark his Coronation.

QNIS Chair, Erica Reid, attended on behalf of QNIS and watched as the King received the crown and sceptre which form part of the Honours of Scotland.

The national thanksgiving service at St Giles' Cathedral also featured a new sword named after the late Queen Elizabeth.



Learning from history to inform the present

It's been a year for anniversaries.

The World Health Organisation and the National Health Service both reflected on their first 75 years. For the NHS it was a bit like arriving at a party to be told that the host had suffered a cardiac arrest.

Daily reports of industrial action, years of underfunding, record waiting times, huge stresses in the wake of Covid 19, and low staff morale set a pretty dismal tone.

But day to day work of nurses, doctors and all the other key workers continues.

History may offer some helpful insights. The UK Chief Medical Officer during the Second World War, Aberdeen graduate Sir Wilson Jameson, was a key architect of both the NHS and WHO.

In October 1941, Britain's bleakest time when the country was genuinely on its knees, he observed: "For war, though a great destroyer of things worth preserving, may yet almost overnight open the door to progress and reform that in peacetime would have meant years of constant striving."

It may have sounded absurdly optimistic. Jameson's family home had been badly damaged in an air raid, but he was determined to keep calm and carry on, insisting, for example that his daughter stuck to her plans to train as a nurse at Great Ormond Street.

After his retirement, Jameson chaired the committee in 1955 which shaped the future of health visiting. A rising star on the committee was Elsie Stephenson, later the first director of nursing studies at Edinburgh University.

Many of the current problems facing the NHS are not new. It suffered chronic underfunding in its first twelve years, as it

has over the last twelve years. Nye Bevan noted in 1949 that there were severe challenges with an increasingly elderly and sick population.

One of the bright ideas launched in England this year was home nursing. Something quite new, ministers claimed, although it is precisely what Queen's Nurses have been doing for over a century.

What is certain is that real progress in improving health will come from action on the ground – not imposed from above by ministers or health boards. QNIS has been at the forefront of this with its Catalyst for Change programme and playing a critical role training leaders in areas of greatest current and future needs.

There is an old truism – if we do not learn from past mistakes, we will just repeat them. As the American historian Daniel Boorstin noted, making policy without reference to the past is like planting cut flowers and hoping for the best.

History also springs surprises, and you never know who's going to come knocking at your door....

In September 1924, an American nurse, Mary Breckinridge, arrived at 29 Castle Terrace where she was greeted by Miss Whyte, QNIS superintendent and her assistant, Miss Weale. They gave her a list of names and addresses of Queen's Nurses to call on for her tour of the Highlands and Islands.

It was a momentous journey, inspiring her to establish the Frontier Nursing Service in Kentucky, which revolutionised community nursing and midwifery in America.

Chris Holme is a former Reuters Foundation fellow in medical journalism.



Influencing and Engagement

Over the past year, QNIS has continued to advocate for community nursing and midwifery. We have had the opportunity to influence stakeholders and policy development in a number of ways. Here are a number of highlights from the year:



In March QNIS attended the very first Scottish Social Care Nurses Conference. Partnering with hosts Scottish Care and the Scottish Social Care Nurses Network, we were delighted to welcome 250 delegates from all over Scotland. Attendees included nurses working in or supporting social care at every level. We enjoyed making connections with so many in attendance. The passion, dedication, and pride for social care nursing was evident and advocacy for those supported clear to see. Queen's Nurses who work in the sector were visible leaders at the event.

QNIS was invited to join two sub-groups supporting the work of the Ministerial Taskforce on Nursing and Midwifery. These are the wellbeing, leadership and culture, subgroups.

QNIS is also represented on the Scottish Government Transforming Roles group, which was convened by NHS Education for Scotland.



In April, QNIS joined more than 30 other charities and medical bodies to call on the Scottish Government to take urgent action to tackle Scotland's high alcohol death rate.

Clare Cable and Heather Duff, one of the Learning Disability Nursing Cohort, met with Jeremy Balfour MSP to raise awareness of the cohort's animation. As a result, Mr Balfour agreed to disseminate the animation to colleagues and other relevant stakeholders.

QNIS supported the Deep End GP Group's call for a reversal of the decision to close a specialist GP service for homeless people.

We submitted suggested areas for the Health, Social Care and Sport Committee to consider in its inquiry into remote and rural healthcare.

QNIS signed a joint letter to the First Minister from 27 charities, public health bodies and medical royal colleges, expressing deep concerns regarding the Scottish Government's support for the Scotch Whisky Association's "Made to be Measured" campaign.

In October, we took part in the NCD Alliance Parliamentary event. This was an opportunity to meet with MSPs from all parties and raise awareness of the charity and the work that community nurses do to support non-communicable diseases.





QNIS Awards Celebration

In November we held our annual Awards event in the Sheraton Hotel, Edinburgh. We were delighted to welcome the 2023 Queen's Nurses along with their families and friends, Retired Queen's Nurses, QNIS supporters, Trustees, and senior nurses from across Scotland to celebrate 134 years of Queen's Nursing, 7 years of the Queen's Nurse Development Programme, 2 new QNIS Fellowships and 154 contemporary Queen's Nurses in Scotland.



134 Years
of Queen's Nursing

Qnis Fellowship

Congratulations to Professor Fiona Coutts and Kathy Kenmuir who were awarded QNIS Fellowships this year.

Fiona Coutts



QNIS Council wanted to acknowledge Fiona's immense contribution to the work of QNIS during her time as a Trustee. Council particularly wished to recognise her involvement with the Queen's Nurse Development Programme, chairing the Queen's Nurse Advisory Group with consummate skill and wisdom since its inception.

Fiona said: "It is my great pleasure and honour to accept the award of Associate Fellowship of the QNIS. I am particularly grateful for the amazing experience of working with Clare, the QNIS staff and Trustees over the last 8 years as a Trustee, culminating in the development of the new Leadership programme. I have learnt so much from the candidates and the QNIS team. Thank you so much."

"It is my great pleasure and honour to accept the award of Associate Fellowship of the QNIS"



Kathy Kenmuir



QNIS Council awarded this Fellowship in recognition of Kathy's sustained contribution to the work of QNIS and her ongoing advocacy for ensuring the community (and general practice) nursing voice is heard in national initiatives.

Kathy said: Receiving the reward was a significant honour for me. The landscape is so varied and busy and often the priorities or perspective that I convey can feel of smaller and sometimes irrelevant value, especially around the national table. This award recognised the tenacity, value and consistency of voice I bring and it is being heard and recognised. It has inspired me to keep on going!

"This award recognised the tenacity, value and consistency of voice I bring and it is being heard and recognised."



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 Fiona and Kathy for all that they have done for the organisation to date, and we hope this is the beginning of a new chapter in our journey together.

From Croft to Council

A Community Nursing Journey

In her capacity as the newly appointed Chair of QNIS Council, Erica Reid offers an insight into her personal community nursing journey. Discussing her navigation of a shifting healthcare landscape, Erica highlights the enduring significance of community nurses and the lasting impact of inspirational role models.

It was Cathy Anne, the District Nurse, who came into our family home each week to provide care for Seanair* who inspired me to start my nurse training. During my teenage years my parents cared for Seanair at home, supported by Cathy Anne. Her nursing was delivered in the privacy of his bedroom, but what I did see was how she sat with Mam and Dad over a cup of tea – listening, giving support and guidance when needed. It was this compassion that gave them the resilience to keep caring for Seanair for the rest of his life.

*Seanair is grandfather in Gaelic

That's why in August 1983 I left home – my family's croft on the Isle of Lewis – to come to the mainland and start my training at the Royal Infirmary of Edinburgh. Healthcare has changed over the years with many advances in clinical science. Progress and innovations that have improved not only the way we diagnose and treat disease, but also how we care for people. What has not changed is that

healthcare continues to be a service where people look after people – and most of us will take our turn as the one cared for at some point in our life.

Community nurses and midwives across Scotland play an important part in most people's lives, participating notably throughout our journey from cradle to grave. QNIS is in a unique position to be able to support community nurses in a variety of ways, including transformational development programmes.

Now, four decades later, it is an honour to be appointed Chair of QNIS Council and to work alongside the wider QNIS team who continue to develop and inspire community nurses and midwives to be catalysts for improvement and advocates for social change with those they care for and their communities. Working in these communities they, like Cathy Anne, may also be the inspiration for the next generation of community nurses and midwives.

My career in nursing has provided me with opportunities that I would never have dreamt of as a young student all those years ago. As Chair of Council, I look forward to being part of the team that continues to bring undreamt of opportunities to community nurses and midwives across Scotland. To inspire them for both their benefit and for the benefit of the people they serve.



Embracing the beautiful trauma of student nursing



By Katie Sanderson

As Katie Sanderson, a dedicated nursing student at Edinburgh Napier University, approached the end of her academic educational journey, she took a moment to candidly share her experience.

Throughout her time as a student nurse, Katie encountered both uplifting and challenging placements which she openly shares. Through her reflective account, she reveals how each experience played an important role in shaping her professional identity and growing her passion for community nursing.

I'm soon to be a Community Staff Nurse. It's a strange thing to say, because sometimes the end of my student nursing journey still feels so far away. This is both an exciting and reflective time for me. Looking back on my student nurse journey there were moments of exhaustion and challenge, as well as privileged experiences and a journey of personal growth. The best way I can describe it is as beautiful trauma – the lyrics from one of my favourite singers, P!NK.

However, being a student nurse wasn't all battles and trauma. It also offered me a privileged position to experience new cultures and environments. On many placements, my fresh perspective and enthusiasm were warmly welcomed. I learned that even the smallest differences can have a significant impact on those receiving or providing care. Adopting a person-centered approach and emphasising compassion in our care practices brings invaluable rewards. The best placement experiences were the ones that nurtured, supported, and

empowered student nurses, recognising their potential as the future workforce of healthcare.

Being a student nurse meant juggling academic work, employment, and family responsibilities, which often proved to be a challenging balancing act. Not to mention all the other diverse gifts that this rich tapestry called life warps, wefts, and weaves for us. I faced both positive and negative experiences during my placements, often thriving but at other times merely surviving. For worse, I encountered gatekeeping to learning, oppressive cultures, and outdated attitudes toward caregiving, which heightened my ethical sensitivities. I found myself crying in the toilets, sluice, store cupboards...it's no wonder that burnout before graduation is a very real issue. These difficult moments highlighted to me the need to protect nursing students and create a supportive environment for them. Student nurses are the future of care, and it's essential to ensure their wellbeing and provide opportunities for positive change.

Looking back, I'm grateful for all the placements I had, whether they were good, challenging, or somewhere in-between. Each experience, whether positive or negative, contributed to shaping my professional identity as a soon-to-be qualified nurse.

One of my most recent placements with NHS Education for Scotland provided a unique learning environment that expanded my horizons. The opportunity to explore nursing in a different context excited me, as I craved exposure to the wider health and social care landscape across



Scotland. NHS Education for Scotland helped me connect the learning dots between theory and practice. Through this I was introduced to various developmental career pathways. Another reason why access to diverse placement experiences like this is crucial. Advocacy in education and having evidence-based practice are more important now than ever before. The supportive culture at NHS Education for Scotland reinvigorated me and unclouded my view of the future at a time when I needed it the most.

Another beautiful placement experience was with a district nursing team, where I first discovered my passion for community nursing. The spark I felt during this placement made it clear to me what I wanted to pursue after qualifying. Those supportive relationships empowered me, and I knew I fallen in love with community nursing.

Later, I independently applied for a band 4 assistant practitioner role. I felt like so much of my confidence to apply had come from those healthy relationships from my placements. I am now working as an assistant practitioner, and this position will further prepare me for the transition to become a newly qualified community nurse. In my experiences within community nursing, I've consistently been inspired by the culture of kindness, compassion, and support among district nursing teams. They not only support each other but also extend their care to those they serve. Teamwork and collaboration are vital in district nursing, given the challenges of working alone while ensuring the delivery of high-quality care.

Healthcare is a complex ecosystem. Nurses face a constant

reminder of the fragility and fallibility of human health and life. This recognition of vulnerability is a shared human condition, and nurses, being human themselves, respond morally and ethically to challenging experiences in their own human way. It is unrealistic to expect superhuman capability, or to expect that nurses remain unaffected in the face of such experiences, which emphasises the importance of team support and collaboration.

Community nursing is a diverse, dynamic, and rewarding environment, each day and every individual is unique. Providing support and care to people in their own homes is a privilege that I deeply appreciate. What attracts me to community nursing is the prevalence of person-centered holistic care. It's like building a complex jigsaw puzzle, where every aspect of a person's wellbeing is considered. By understanding the whole picture, community nurses can provide individualised care that addresses social, emotional, psychological, environmental, spiritual, and physical factors. The autonomy in managing a caseload, problem-solving on-site, and making independent decisions about treatment empowers community nurses to be at the forefront of positive change.

Innovation and service-designed thinking are the future. These concepts help to ensure that the care delivered is inclusive and effective. As community nurses we must be fluid in our approach, adapting in real time to meet the needs of the changing landscape around us. Taking a comprehensive approach allows community nurses to make a broader impact on the communities they serve, which is incredibly exciting.

Achievements

We are delighted to report on some fantastic achievements by several people connected to QNIS, including some Queen's Nurses, this year.



NURSING AWARDS



Royal College of Nursing Scotland

WINNER

LEARNING DISABILITY NURSING AWARD

Laura McCann, a Senior Charge Nurse in NHS Forth Valley, was awarded the Learning Disability Nursing Award at the RCN Scotland Nurse of the Year Awards in June.



Image: RCN Scotland

Also at the RCN Scotland Awards: Queen's Nurse Brenda Kirk was highly commended in the Children's Nursing and Midwifery category; QNIS Fellow Derek Barron won a Strategic Leadership Award; Hazel Somerville and Jennie Young were runners up in the Inspiring Excellence - Nursing Innovation and Research Award. Hazel was a Catalyst for Change project lead with the funding from QNIS supporting the initial phase of this project; Michelle Dalgarno who was a recipient of a QNIS academic prize won in the Clinical Leadership category.



MACMILLAN CANCER SUPPORT

Mairi Smith, the NHS Western Isles Macmillan Team's lead for Lewis and Harris, and her team won the Whatever it Takes award at the national Macmillan awards in November.

Image: Macmillan Cancer Support

Achievements

Nursing Times Awards

As already mentioned, the Burdett funded Learning Disabilities Queen's Nurse cohort from 2021 won both the Innovation award at the Scottish Learning Disability Nurses Network and the Learning Disabilities Nursing Award at the Nursing Times Awards.



Congratulations to two of this year's Queen's Nurses, Chloe Richardson (left), whose team were shortlisted for a Nursing Times Award, and Kirsty Cartin (right), who won the Leadership award at the Scottish Care National Care Homes Awards.



Nursing Times Awards



QNI's Chief Executive and Nurse Director, Clare Cable, was listed as one of 100 nurses in Europe who have each contributed to the nursing profession in education, practice and research, as part of Sigma's centenary celebrations.

Clare was also made visiting Professor at the University of the Highlands and Islands.



Congratulations

to Jess Davidson MBE, on receiving an MBE in the King's Honours. A wonderful recognition of the impact she is making in people's lives.

Focus on wellbeing and self-care: The QNIS Podcasts



The QNIS Podcast

Get ready to embark on a journey of self-discovery, empowerment, and holistic wellbeing.

As a charity, we exist to support community nurses and midwives, and right now enabling their wellbeing feels more important than ever.

Earlier in 2023 we decided to bring an end to the wellbeing sessions that were started during the pandemic. This was due to low numbers of attendees, not through a lack of interest but due to difficulties finding time to attend. We refocused our efforts into producing a series of podcasts, which people could access whenever they wish rather than being required to engage at a specific time.

As an addition to our wellbeing resources and with thanks to funding from the Covid-19 Healthcare Support Appeal (CHSA), QNIS was able to work with Charlotte Foster Podcasts to produce a series of wellbeing podcasts that were released in August 2023.

The podcasts were created with the aim of inspiring nurses, midwives and other healthcare professionals to take action and implement wellbeing practices into their lives; to

reinforce the importance of 'putting on your own oxygen mask first'.

Self-care can often be at the bottom of the list for healthcare professionals, burnout and stress are not uncommon. This is exacerbated by the legacy of the COVID-19 pandemic, and the cost-of-living crisis.

The podcasts offer practices and techniques to manage stress, they also highlight the importance of physical health and good workplace habits.

Hosted by QNIS Chief Executive and Nurse Director, Clare Cable, the four episodes range from 30-50 minutes in length. Clare was joined by guests who shared their expertise through informal conversations.

The podcasts include short clips from Queen's Nurses on the wellbeing practices and self-care tips they have integrated into their lives, and ways in which they are introducing these to their colleagues and patients.

We have received some great feedback:

"I just want to thank you for the brilliant Podcast on Boundaries it is just what we all need. I have shared widely with my RGU colleagues and intend to point my students to it."

- Elaine Allan, Lecturer (Nursing MSc Advancing Practice), Robert Gordon University. Via e-mail

@phil4hcq
via X (formerly Twitter)

"Lovely @QNI_Scotland podcast on #selfcare for nursing staff, with Hilda Campbell (@COPEScotland) talking #BoundarySetting."

Key insight: Individuals can be supported to care for themselves when the institutions they are part of care about and for them."

Helen Bremner
via X (formerly Twitter)

"Really enjoyed the setting boundaries podcast, lots to reflect on and put into practice. Looking forward to listening to the others."

The QNIS Podcast

The series is available on Spotify, Apple Podcasts, Amazon Prime Music or wherever you get your podcasts. Simply search QNIS Podcast to find us.

Focus on wellbeing and self-care: Capacitar Training

For Scotland, as for so many countries, the COVID crisis hit the social care sector extremely hard, particularly care homes. The lockdown brought a strange and sudden isolation for nurses, care staff and residents.

During that time and since, exhaustion, 'burnout', high staff turnover, as well as physical, relational and mental health challenges have been commonplace.

Recognising this, the Scottish Government set up a fund called the "Workforce Wellbeing Fund for Adult Social Work and Social Care". We were fortunate to receive £10,000 of funding administered by Inspiring Scotland for 20 nurses working in social care to undertake the four module Capacitar training.

The first three modules took place online and the fourth module was in person at Kinnoull monastery in Perth where we had the privilege of being joined by the founder of Capacitar International Dr Patricia Cane.

This is what the nurses said in response to their experience of the training:

"When I was encouraged to apply for this course, I knew nothing about Capacitar. But my staff and I are so burnt out and exhausted and staff retention is so low, that I was willing to try anything to support them. What I did not know was that I was joining a community of healers that goes far beyond Scotland... that it encompasses so many people from across the world. This is such an inspiration for me, and for my staff."

"This is the first training since becoming a nurse 20 years ago that has offered me nourishment for my own body, mind and soul rather than making ever-more demands on me."

"We have recently experienced a lot of death of residents who have been with us quite a while. This has been hard for



the staff, so we used butterfly tapping as a way to relieve anxiety and to remain calm and centred, when having to mourn a death but also need to be present for the rest of the residents in our care."

Capacitar manual and information for pre-order

We are delighted that Dr Patricia Cane, founder of Capacitar International has agreed to work with Clare Cable on a Capacitar manual for health and social care professionals. It will be available in the first half of this year, and we are happy to receive pre-orders.

The manual will be available at a cost of £20 from QNIS. If you'd like to reserve your copy, please e-mail: office@qnis.org.uk



Staying in Touch

When we started back in September 2022, we had a list of "to do's" and in 2023 we were able to see some of this wish list coming to fruition and it is our hope that we will be able to progress even more in 2024.

We were keen to make sure that newsletters went out on time and that retired QNs were notified in a timely manner of former colleagues who had passed. We wanted to re-establish the local catch ups that over the pandemic period had to stop, meaning that some lost contact and the grapevine risked withering. We have been fortunate, with the help of the volunteer visitors, to manage several get togethers across the country and now that these have restarted, we hope that some of the local folk will take up the baton and go ahead and arrange more frequent coffee mornings or afternoon teas. In 2024 QNIS will continue to support local gatherings and in doing so will make sure that old friendships are kept fresh and that new ones are established.

The plans for this year's Annual Gathering are now well underway and we hope to see many retired QNs at Fishers Hotel in Pitlochry. This is a change from Crieff Hydro, and we hope that with better public transport links, more people may be able to join us. We are looking to make this an enjoyable day and there is an option to stay on for a few days holiday.

One of our key tasks in 2023 was to sort out the interesting paperwork, photographs, memorabilia and bits and pieces from days gone by which have accumulated in the office over the pandemic when we have not had access to the RCN Archive. A lot of it has been donated by friends and family of Queen's Nurses who are no longer with us. With the help of a QNIS Fellow, who has been volunteering with the RCN Archive, supporting the cataloguing of QNIS artefacts, our plan is to tackle this 'glory hole' with all its treasures to ensure that they are stored and catalogued in the best way possible so that the history of QNIS and the stories of many will be held for many years to come. We will update you on our progress later in the year.

Communicating, Connecting and Caring

To enable us to support the fellowship of the pre 1969 retired QN community, we have a small group of volunteer visitors who themselves have been nurses, including some QNs. Whilst not everyone wishes to be connected to a visitor, many enjoy the companionship once a connection is made.

There are areas at present where we have no identified visitor. Last year we invited contemporary Queen's Nurses to take on the role of a volunteer visitor and we had a positive response.

If you, or a retired QN that you know of, might like an occasional phone chat, or a face-to-face visit once or twice a year, then please let us know and we will connect you with one of our volunteer visitors.

You can contact Alison or Carol

Carol: 07729 045 119
Alison: 07834 571020

Or drop them a note to:

31 Castle Terrace
Edinburgh, EH1 2EL

Or leave a message at the office: 0131 229 2333



Alison & Carol at the QNIS Awards Ceremony

A retired Queen's Nurse story

Joan Ingram has had a long and varied career as a Queen's Nurse and at last year's annual gathering was interviewed, along with others, as part of the Radio Scotland series 'Our Story'. Here she tells Carol Crowther, Staying in Touch Coordinator, a bit about what she has done.

Carol: So, tell me about your training

Joan: I started my training in 1956 first as a General Nurse at Inverness Royal Infirmary followed by Midwifery in Perth Royal Infirmary and Glasgow Southern General Hospital. I did some private nursing and then my Queen's District Nurse training in Bath Street, Glasgow where my district was Govan.

Carol: And in the 1960s you met your husband, is that right?

Joan: Yes, I married in 1964 and at that time, the Highland Region policy was that "should the Queen's Nurse be married but should decide to start a family, she would be obliged to resign her post." Family Friendly Policies have changed since then! The next 11 years were busy rearing our four lively children. During that time, I became an Avon Lady but was always aware I was carrying the WRONG bag and not my Gladstone Queen's District Nurse bag.

Carol: When did you return to the district?

Joan: In 1975 I got a District Nursing post in Briton Lodge, Inverness, where my area was Dalneigh. I wore a smart Harris Tweed coat and uniform, drove a Mini Minor car instead of using a bicycle and carried in my Gladstone bag sterile disposable syringes, needles, dressing packs, etc. with no more boiling and baking swabs. All time-saving progress. These days were prior to hoists in patient's homes, so after lifting heavy patients many times single-handed, my back started being painful. When I applied for a school nurse post and then a midwifery post I was assured that "the district needs you."

Carol: Your back problems were obviously an issue – what were you able to do?

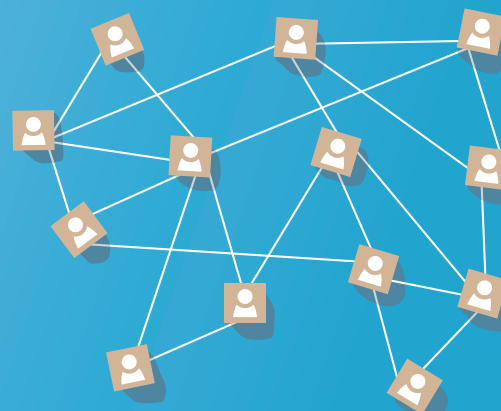
Joan: By 1983 I knew I could not continue District Nursing, so accepted a post at Occupational Health, based at Raigmore as a Senior Nursing Officer. I studied Public Health at Queen Margaret College, Edinburgh and my thesis was on sickness absence. My role involved Health Education to NHS staff and students, health screening, immunisation programmes for all hospital staff and District Nurses throughout most of the Highland Region. It was quite a job ... I drove to Applecross on the hair-pin bends, Beallach, 20% gradient, to Thurso over the Flow-Country (Bogs), Causeymire, and up the Berrydale. Just a few scary drives.



Carol: When did you finally retire?

Joan: I retired from nursing early but in 1995 I became a Marriage Guidance Counsellor. The work was rewarding, supporting people from all walks of life during difficult periods in their lives. I finally retired in 1999. My husband, Eddie, who passed away during COVID was totally supportive of my work and sharing care of the children. We worked as a great team and I think now of my past life with all its various paths involving sick, vulnerable people and their families, making decisions, taking safe action for them plus mothers and babies, I am so proud and feel privileged to have been trained in all these skills as a Queen's District Nursing Sister.

BBC RADIO
SCOTLAND



OUR STORY

News from the retired Queen's Nurses

Isobel MacDonald

New Staffin Health Centre Officially Opened

In March, retired Queen's Nurse, Isobel MacDonald, opened the new health centre in Staffin, Isle of Skye. A former District Nurse, Isobel often worked out of the original Nurse's Cottage, which was built in 1933. The new health centre houses the Portree Medical Practice GP clinic and additional practice facilities including a consultation room, waiting area, toilet with baby changing table and patient interview room.



 Isle of Skye



Barbara Pantan

Return to Castle Terrace

Also in March, retired Queen's Nurse Barbara Pantan, along with 8 members of her family, visited Castle Terrace all the way from Atlanta, USA. Barbara, who came to the UK from Jamaica, completed her Queen's Nurse training in 1965. Barbara is now 81 years old. She enjoyed looking at the photos in the office, and reminiscing about her studies and her work in Peebles where she was sent after qualifying.

 Edinburgh

Mary Mutch

Celebrating Mary

In July, while the NHS was celebrating 75 years since its inception, retired Queen's Nurse, Mary Mutch celebrated 100 years. She was visited by Lisa Benson, contemporary QN. Lisa wrote "There was an immediate feeling of warmth and unity as soon as I entered the room, and we discussed that being part of the QNIS gives us that sense of connection, that is sometimes hard to explain to others. What I just found mesmerising was that although our careers are different, Mary nursing from 1943 and retiring in 1983 (the year before I was born) and being presented with her QNIS badge in 1975, and myself from the 2020 cohort, despite the years of difference, we just felt that bit of queen's magic."

Mary has many photographs from her nursing days in Aberdeen and it was fascinating to see them all, along with her collection of her well-earned badges and stories of her nursing experience all those years ago.



 Aberdeen

Retired Queen’s Nurse Gatherings 2023

There have been a number of in-person gatherings of retired Queen’s Nurses this year.



📍 Crieff Hydro

In June, retired Queen’s Nurses from around the country travelled to Crieff Hydro Hotel for their Annual Gathering. Buses from Aberdeen, Inverness, Glasgow and Edinburgh arrived in the late morning with the sun shining high above the picturesque grounds of the Perthshire estate. Greeted with a warm welcome from the familiar faces of the QNIS team, the guests soon settled in with tea and coffee, scones and some welcome catch-up conversation.



📍 Inverness

Three local gatherings also took place in October this year. Twenty-seven nurses gathered in Inverness for their yearly reunion organised by Volunteer Visitors Angela and Elsa. Old connections were renewed, and new ones made over a splendid afternoon tea.

📍 Edinburgh

The next day fifteen nurses came together for coffee and cake in Edinburgh, the first time there had been an Edinburgh gathering for a few years.



📍 Glasgow

Then the following week, despite very stormy weather, a group of nurses met up in Glasgow and had a wonderful time reflecting on times gone by.

Obituaries

Remembering those who are no longer with us

In 2023 we said a final farewell to a number of retired Queen's Nurses. Whilst a death is always a sad time, we have been heartened by the many stories shared by families and the pride that so many have felt in being a Queen's Nurse. The tradition of nursing is being passed on – we have been told of many children and grandchildren of Queen's Nurses who are themselves nurses - a wonderful legacy.

Here we remember friends and colleagues who have died and share some of their stories.



Annabelle Maclean

22 August 1929 – 25 March 2023

Information provided by her niece Lynda

Annabelle passed in March and will be sorely missed by all her family. She loved her nursing career and spent many happy days in several areas of Scotland including Portobello in Lothian and latterly in Gairloch Wester Ross.

Jessie Coote

7 May 1939 – 11 July 2022

Information provided by Angela McDonald from a brief resume provided by Jessie entitled a "A little bit about me" but perhaps more aptly titled by Angela as "A life well spent"

Jessie trained in Edinburgh in the late 50's qualifying as a General Nurse in 1961, heading off to complete her Midwifery at Rottenrow where she spent 4 years as a District Midwife in Bishopbriggs along with completing her Queens Nurse training at Castle Terrace. All this before training as a Health Visitor in Glasgow in 1968.

In the summer of 1969, Jessie headed off as a Nursing Sister/ Midwife with the Free Presbyterian Mission in Africa, where she spent many years in Rhodesia at the Mbuma Mission. In all Jessie spent a total of 27 years in Africa and when home on furlough supported services in Inverness and Poolewe as a General Nurse, Midwife and Health Visitor. In 1994 Jessie went to work as a Matron of a clinic in Kissi land in Kenya and retired in 1999. Her stories recall breeches in the Bush and triplets delivered with the doctor 200 miles away.

Jessie became a resident in Ballifeary Free Presbyterian care centre in Spring 2021 and died peacefully in her Christian faith in July 22.

Irene Bell

21 July 1935 – 22 January 2023

Information provided by her son Watson

Irene was born on 21st July 1935 in Fraserburgh, to Sandy and Mary Howatt. In the late 30s the family moved to Newmacher outside Aberdeen. In 1953, Irene embarked on a career that was to change her life, she left Aberdeen for Stirling Royal Infirmary to train as a nurse and following that to train as a district nurse and midwife and eventually qualified as a Queen's Nurse. Irene was taught to drive in a Morris 1000 by two policeman and was always an excellent driver. She worked as a relief nurse in every district in Forth Valley apart from Grangemouth. She delivered many babies over her career and made many firm friends.

Irene and Donald married in April 1963, initially living in a caravan but they saved hard and bought the old station master's cottage at Plean Junction with their son Watson born in September 1969.

Irene loved to bake, her cakes, scones and pancakes were things of legend. In 1972 the family moved back to the Sink Farm with Donald's job, so Irene ended up looking after Watson and the farm. Irene's midwifery skills frequently

came into play over the years, and she delivered thousands of lambs, countless calves, and a few goats along the way.

Irene never really stopped nursing, she was a people person and helped many locals by providing advice and giving support where needed. In the 1970s Irene taught the local Girl Guides first aid.

Irene had strong Christian beliefs and raised a great deal of money for her Church over the years, either by baking, or sewing and knitting. She spent many happy hours at her sewing machine or with knitting needles in her hands. Things came full circle when Irene required care in her latter days, one of the nurses was certain that Irene had been the midwife who delivered her.

Dorothy Fraser

28 September 1924 - 25 February 2023

Obituary provided by Dorothy's son Alexander and daughter Ann

Dorothy started her nurse training in Edinburgh Royal Infirmary in February 1945 and was at that time a resident in the then Red Home and after qualifying she received her prestigious Pelican Badge in May 1948.

Dorothy worked in the wards at the ERI before returning to her home in Methlick Aberdeenshire to undertake her midwifery training which she completed in September 1949. She worked as a private maternity nurse for a while before returning to the ERI in the 1950s as a "blues blue". Dorothy applied to do her HV training in Aberdeen and then undertook her District Nurse training in Edinburgh at Castle Terrace finishing with the Queen's District Nursing Certificate.

Dorothy went to work in Balfron in the late 1950s and whilst there working as a district nurse/midwife she met and married her husband in June 1960.

Dorothy, as was the way at that time, was not allowed to continue working in the NHS as a married woman however she did return to health visiting when her children were older.

Phyllis Green

25 August 1931 - 22 January 2023

Phyllis, a Queen's Nurse for many years, passed away peacefully in her sleep aged 91. She was a well-respected member of the Institute and until ill health and the COVID pandemic had enjoyed attending the Annual Gatherings where she met up with friends both old and new and enjoyed the time reminiscing.

Phyllis loved her job as a Queen's Nurse and made many longstanding friendships. She was a straight talker, but a very caring person who gave a lot of time to others helping wherever she could. Phyllis is missed by her family, her friends from church and everyone who got to know this incredible woman.

The Queen's Nursing Institute meant a lot to Phyllis and her family want to wish everyone health and happiness.

Helena Mary Bochel, Nee Glover

4 June 1928 – 5 April 2023

Obituary provided by her son Andrew

Helena was born at home at "Long Field" Gledham, Ossett, Yorkshire.

After completing her education, at Wakefield Girls High School Helena went on to train as a nurse at Leeds General, starting her training soon after the war. Helena completed her midwifery training in London returning home to become a District Nurse in and around Leeds.

Helena met her future husband, John Main Mackintosh Bochel in the late fifties through a friend from nursing training, Marjorie Bochel. Helena and John married on 02/04/1960 and have two sons Andrew (21/09/63) and John (02/04/65).

Helena returned to district nursing, her favourite form of nursing, when her sons were established at school. She worked for 3 years beyond her normal retirement age and retired in early 1991 soon after her granddaughter Lindsay, was born. Helena was proud of her nursing service and her family are proud of the fine job she did. Many people have expressed their fondness for Helena and remarked on her caring and professional approach to nursing. Whilst Helena very much enjoyed her role as a district nurse, she also greatly enjoyed her involvement with her granddaughter.

Helena lived happily for 23 years in Nairn. In spite of a large amount of support from Linda her daughter in law and three carers, Helena who had dementia moved into Bruach House in Nairn in March 2022 following a bad fall and an extended stay in hospital. Helena settled well at Bruach House where she sadly died in April.

Janet Livingstone, known as Sheila

20 April 1930 – 18 December 2022

Provided by her niece Sheila Bowman

Sheila, who was from Kilmarnock, always wanted to be a nurse after seeing her father, a POW, returning home to a hospital ward in Glasgow. Sheila often said that the memories for the horrifically injured soldiers were instrumental in setting her off on a career in nursing. This was something she reflected on often and was heartbroken when the war in Ukraine started.

Sheila accepted a post with Ayrshire County Council in June 1958 as a relief Nursing Sister on a salary of £57 a year and a uniform allowance of £2 per month. Sheila later became known at the local school as the 'nit nurse'. She spent all her working life as a Nurse in Ayrshire.

Flora MacLeod

June 1933 – 1 February 1921

Written by her brother Rev Donald MacLeod (retired) of Arran

Flora was born in Struan in Skye in June 1933. She was educated in primary and high schools in Skye, after which

she trained as a nurse in Glasgow's Western Infirmary. Later she did midwifery training and, finally, the course in the Queen's Nursing Institute. Her years in district nursing were spent in Leven, Foyers and Portree. She loved her work.

Flora remained in Portree after retirement. Her last few years were spent contentedly in the Ballifeary Home, Inverness. She died on 1st February 2021. Flora's main interest, apart from her professional duties, was in the church and its outreach at home and overseas.

Denise (Dennison) Laming

25 June 1934 – 15 August 2023

Between 1956-1961 Denise undertook general and midwifery training in Newcastle. In 1962 she started a long and varied 32-year career in community nursing around the UK, first training as Queen's Nurse in Castle Terrace Edinburgh, then in 1966 as Health Visitor in Aberdeen.

Triple duties in Aberdeenshire were followed by supporting the start of Specialist HV disability services in Leicester, then a return to Triple duties work in Tayside. Latterly she held Community Nursing Officer posts in Wales and finally in Forth Valley at Callendar.

In 1994 she retired to Chirnside in the Scottish Borders where, despite mobility difficulties, she was able to enjoy beautiful open views across farmland to the Cheviot Hills. She died peacefully on 15 August 2023 after a short period of excellent care in Edinburgh Royal Infirmary.

Jessie (Jenny) Murdoch Murray

8 March 1931 – 10 September 2023

Obituary provided by Karyn McRobbie, Granddaughter

Jessie (Jenny) Murdoch Murray was born in March 1931 and raised in MacDuff in Aberdeenshire and started her nursing training at Aberdeen Royal on the 1st of July 1949 alongside her twin sister Nancy. In February 1954 she went on to complete her midwifery training and gained her Queen's Nurse Certificate in May 1956.

After completing her hospital training, she moved to Cumnock to complete her district training, where she met her husband, Jack. She settled in Cumnock and had 5 Children while working, they stayed there until 1983 when the family moved to Ayr, and she worked as district nurse/midwife.

During the April 1989 centenary service for the Queen's Nurses, she was a member of the guard of honour.

Jenny retired in 1990 and even in retirement Jenny continued her studies completing a Phytotherapy course which she completed with Merit in 2003.

She enjoyed attending the reunions at Crieff Hydro which she attended with her good friend Maureen until she was no longer fit to attend. She sadly passed away at the age of 92 in Ayr Hospital on the 10th of September 2023 after a short illness. She and the whole family were very proud of everything she achieved in her life.

As a family we would like to thank the Queen's Nurses and the nursing community for everything they have done to support her through her career and beyond. Her legacy lives on as two of her grandchildren have followed in her footsteps, becoming nurses and hoping to make even half the impact that Jenny made.



Miss Anne Jarvie CBE

Chair of QNIS Council 2010-2014

QNIIS was saddened to hear of the passing of Miss Anne Jarvie CBE in July. We were privileged to have her serve as Chair of our Council from 2010-2014. QNIIS greatly benefitted from her wisdom, integrity, and expert guidance during this time.

Miss Jarvie had an illustrious career as a nurse leader, making a huge difference to the profession as Chief Nursing Officer for Scotland. In recognition of her work, she was awarded a CBE in the Queen's New Year's Honours List in 2000.

At our 2014 Annual Gathering, she was awarded an honorary fellowship in recognition of her four years as our Chair of Council.

She will be deeply missed. Our thoughts are with her family and friends.

We have also received notification that the following Queen's Nurses passed away in 2023 but have been unable to collect any further information at the time of publishing. Please join us in remembering:

Marion (Morag) Jones

4 August 1938 - 21 February 2023

Christina Campbell

9 September 1938 - July 2023

Mary Duff

July 1929 - 2023

Mary Kelly

13 February 1929 - 27 June 2023

Annette Patience

18 April 1939 - 25 July 2023

Georgina Wilson (nee Arbuckle)

Lanark: 10 January 1938 – 16 April 2023

Margaret A MacDonald

Edinburgh: 8 May 1938 - 29 April 2022

Sheila MacLean

02 February 1927 - 25 September 2023

Isabella Alexander

24 April 1928

Grace White

22 March 1942 - 19 November 2023

Christina Campbell

09 September 1938

Barbara Winton

22 December 1928 - 30 December 2023





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31 Castle Terrace, Edinburgh EH1 2EL

P: +44 (0)131 229 2333
E: office@qnis.org.uk

www.qnis.org.uk