



Qnis

THE QUEEN'S
NURSING
INSTITUTE
SCOTLAND



ANNUAL REVIEW 2024

A Scottish Charitable Incorporated
Organisation with Charity No. SC005751



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Unless specified on the image, Queen's Nurse and QNIS photography throughout this review was taken by **Lesley Martin** and **Jane Barlow**.

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Greetings from the Chief Executive

Letter from Sarah Doyle our Chief Executive and Nurse Director

It's lovely to be writing to you for the first time in my role as Chief Executive and Nurse Director here at QNIS. My first few months have been as busy as expected! I have had very welcome support from Erica, our Chair, and I'm grateful to the many Trustees who bring their considerable expertise to enable the governance of the charity. They are all exceptionally generous with their time and energy and we would not be able to operate without them.

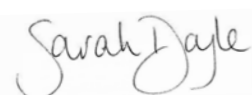
I have also benefitted from the skill and patience of our talented staff team, who quietly ensured the continuation of business as usual while I settled in and learned the ropes. I owe them a big 'thank you'.

One of the most enjoyable events in our calendar year is always the celebration of those who are awarded the contemporary Queen's Nurse title. We chose a new venue this year, the Grassmarket Community Centre, which shares so many of our values in creating community and providing sanctuary. There's more about our newest Queen's Nurses on page 10.

We continue to celebrate community nurses and midwives across Scotland through our Long Service Awards, made to those who have spent more than 21 years working in community settings. Many services will be unrecognisable when compared to the ones they first joined decades ago, and some will be entirely new and didn't exist at all back then. General Practice Nursing, District Nursing, Community Mental Health Nursing, and Community Learning Disability Nursing have all been through a series of evolutions, so too have Health Visiting and School Nursing. It's a privilege for us to be able to thank this experienced staff group and you can find out more on page 26.

Since QNIS was founded in 1889, it has been involved in supporting the welfare of Queen's Nurses in their retirement. Today we continue to engage with more than 200 retired Queen's Nurses who trained with us before 1969, and they are scattered across Scotland and further afield. Many are well into their nineties and together they comprise a group with many skills, stories, interests, and lively opinions. They come together in gatherings large and small, as you will see on page 36.

One of the things I have enjoyed most about starting in this role has been taking the time to appreciate everything that has gone before, as well as looking to explore new possibilities that might lie ahead. In all the conversations I've had, the challenges are daunting but the energy to respond is impressive. I'm really looking forward to working with you all in the coming years.




“One of the things I have enjoyed most about starting in this role has been taking the time to appreciate everything that has gone before, as well as looking ahead to explore new possibilities that might lie ahead.”

Greetings from the Chair

Letter from Erica Reid, Chair

Welcome to the QNIS Annual Review of 2024. As ever, the review is filled with news about the work that QNIS has been doing, including updates from both contemporary and retired Queen's Nurses from across Scotland.

This year marked the 135th anniversary of QNIS, and we were grateful to have the opportunity to shine a light on the work of Scotland's community nurses and midwives at an event in the Scottish Parliament to celebrate this milestone. We now have more than 170 contemporary Queen's Nurses in Scotland, and we were delighted that over 70 of them were able to join us at Parliament. It was a joy to hear the buzz in the room as Queen's Nurses from across Scotland enthusiastically shared their work with their local MSPs and policymakers.

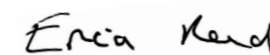
In the autumn we said a fond farewell to Clare Cable who has been our Chief Executive and Nurse Director for over a decade. We had the opportunity to thank her for her significant contribution to both QNIS and community nursing and midwifery across Scotland. We wish her well in her new role.

I am delighted that Sarah Doyle, who has worked with us for many years, has been appointed as our new Chief Executive and Nurse Director. Sarah has recently led work on development and implementation of our Relational Care Programme. These workshops enabled nurses and midwives working in some of the least affluent areas in Scotland to feel seen, understood, and supported to mobilise hope and realistic practical interventions with those they care for even in the face of extreme adversity. Our aim is to spread this work in the coming year.

We are grateful to our funders and those who have generously donated to our work over this past year. QNIS relies on funding and charitable donations to enable us to continue our work and fundraising has again been a focus for the team this year. Fundraising enables us to offer so much more to communities across Scotland. If you are able to support us with a donation of any kind, I would encourage you to consider doing so. Your donation means that community nurses and midwives across Scotland are supported to address health inequalities and improve the lives of those they care for.

On behalf of my fellow Trustees, I would like to thank you all for your continued support of QNIS' work to develop and inspire Scotland's community nurses and midwives.

Leis gach deagh dhurachd*,




“QNIS relies on funding and charitable donations to enable us to continue our work and fundraising has again been a focus for the team this year.”

* with all good wishes.



Hellos and Goodbyes

Farewell to Jane



Jane Walker - Trustee

Jane has made an immense contribution to the work of QNIS during her thirteen years as a Trustee. She supported QNIS to become a SCIO and has overseen many changes in her time. We are particularly grateful for her support of the retired Queen's Nurses.

Farewell to Kyle



Kyle Wilson – Digital Communications Officer

Kyle worked incredibly hard to ensure that our digital communications were impactful and engaging, and we were sad to see him leave QNIS, but were very excited for him as he moved to the US to start a new adventure. We are delighted to report that he and new wife, Erica, had a lovely wedding day back in May, and we wish them both well as they begin their lives together.

Farewell to Wojtek



Wojtek Krakowiak – Executive Assistant

Wojtek left us in November to take up an exciting new post at the Scottish Parliament with its Public Participation Team. We are all going to miss him enormously because he had become a much-valued member of the team, but he deserves heartfelt congratulations on this move.

Welcome to Lynn

Lynn Gilmour – Digital Communications Officer

We were delighted to welcome Lynn Gilmour to the team. Lynn has joined us as Digital Communications Officer and comes with a wealth of knowledge and experience. She supports QNIS to share the outstanding work of Scotland's community nurses and midwives on our website and social media platforms.



Goodbye to Clare Cable

Clare left QNIS in 2024 after ten years as Chief Executive and Nurse Director to take up the role of Chief Executive at the Burdett Trust for Nursing, so we are delighted that she will continue to support nurses in her new position.

"It was a hard decision to bring my time at QNIS to a close. As I began to get in touch with the emotional impact, a sort of bereavement, I checked in with a friend who suggested that I write what I was feeling as a letter to QNIS as if she were a person. And I thought I would share it with you as I stand on this threshold, stepping into a new role."

At her leaving lunch, Clare read the letter that she had written, which she has given us permission to reproduce here.



Departure (noun)

- An act of leaving.
- An act of leaving to start something.
- A place where you start a journey.
- A deviation from the norm.

"You connect us to our pride in the profession and a firm belief in nursing's impact on society."



A letter to QNIS,

For ten very special years I have committed myself to your development. I have been proud and honoured to be entrusted with your leadership, knowing that I am standing on the shoulders of giants, hoping that I am worthy to be your custodian. As I stand and survey the institution before me, your rich heritage and proud tradition, I recognise that I am a mere mark on the timeline - just one of many extraordinary women who have invested their energies, creativity and wisdom in your evolution over 135 years. Reintroducing the Queen's Nurse title to Scotland has been the highlight of my career - what a joy to have been given freedom to allow something truly special to emerge. I trust that our new Queen's Nurses will continue to live your values.

You connect us to our pride in the profession and a firm belief in nursing's impact on society. I feel humbled and proud in equal measure to see the inspiration which you give to community nurses, hosting programmes that are genuinely life-changing, enabling nurses and midwives to connect with their true selves and be the best they can, to care for the people of Scotland. I have learned so much. I have worked alongside the most extraordinary staff team and Board of Trustees, and I have made mistakes along the way, but I have done my best and now is the time to entrust your keeping to another. I feel sad to be stepping away, but the time is right, and I look forward to the unfurling of your next chapter.

With love,

Clare



New Patron for QNIS

We are proud to announce that Her Majesty The Queen has agreed to become the new Patron of QNIS.

Buckingham Palace confirmed the news to mark the first anniversary of the Coronation of His Majesty The King and Her Majesty The Queen in May. It follows a thorough analysis of over 1000 Patronages of The late Queen, The former Prince of Wales and The former Duchess of Cornwall.

It continues a long line of support for our organisation from the Royal Family since Queen Victoria provided a generous gift of £70,000 for the education of nurses to tend the sick poor in their own houses in 1887. The late Queen Elizabeth II was Patron of QNIS until her death in 2022.


Chair of QNIS, Erica Reid said:

"It is an honour to have Her Majesty The Queen as our new Royal Patron. With Her Majesty's patronage, we look forward to continuing our work in developing and supporting community nurses and midwives across Scotland in leading improvements in care and addressing health inequalities."



Meet the QNIS Staff Team


Sarah Doyle - Chief Executive and Nurse Director



Role: I lead QNIS and work closely with both the staff team and the Board to ensure we meet our charitable aims and continue to be sustainable.

Favourite holiday destination: I am probably happiest in Greece, either near the sea or in a city. I've been learning to read and speak Greek for a long time - very, very slowly!


Carol Crowther - Staying in Touch Coordinator



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


Favourite holiday destination: Every time I go somewhere different, I think this is it however, there are very few places that I have gone back time and time again to apart from perhaps Venice. So I guess maybe it's Venice.

Lynn Gilmour - Digital Communications Officer



Role: I am responsible for our digital output, from the website and social media to design work and digital accessibility. I also work with colleagues to produce our print and digital newsletters and publications, and support other projects as needed. I am passionate about communication in all forms, and about continuing to raise the profile of QNIS.

Favourite holiday destination: I like exploring new places, but also feeling at home when I travel, so two of my favourite destinations are Belfast and Boston. Both are cities where I have community and friends. They are also both vibrant cities with powerful histories and lots of culture to explore - and each one has a river running through it!



Dawn Cruse - Business Manager



Role: I'm responsible for financial administration, procurement, HR, and health and safety. I keep the office running and care for the building.

Favourite holiday destination: It's hard to pin down a favourite - I loved a trip I had to Singapore and Malaysia when I was many years younger. Really, I'm happy with anywhere that is off the beaten track, can provide a beautiful beach and glorious sunsets.

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 holiday destination: I like the Pacific Northwest, having travelled up the US West Coast on buses when I was much younger, and revisited Seattle and Vancouver over the years, but if I have to pick one spot it would be Friday Harbour on San Juan Island. Remote and peaceful!

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 holiday destination: It's too hard to choose a favourite, I love to travel and discover new places. I really enjoyed the hustle and bustle of Hong Kong, and the amazing sights and sounds in Nepal, but also would happily return to any of the beautiful beaches on Crete or Rhodes.

Emma Legge - Professional Nurse Lead (Leadership)



Role: I am responsible for the ongoing evolution of transformational development programmes for QNIS. I work with Queen's Nurses across Scotland to strengthen the network and raise the profile of community nursing and midwifery in Scotland.

Favourite holiday destination: I love a long-distance trek, I particularly enjoyed The Catevan Trail and Moray Coast Trail, but anywhere with my camera and wildlife. One day I'll get to Japan.



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 Development Programme. I also work on the healthcare inequalities workstream, Long Service Awards and on the organisation's digital strategy.

Favourite holiday destination: Anywhere in the Alps.

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 focus my attention on the fellowship of the retired Queen's Nurses who trained prior to 1969.

Favourite holiday destination: I love the Côte d'Azur with its varied and vibrant culture, beautiful cities, towns, villages, countryside and coast, coupled with a pleasant climate at all times of year - more than 300 days of sunshine a year!

Meet the 2024 Queen's Nurses



Emma Legge, QNIS Professional Nurse Lead (Leadership), reflects on the legacy and future of Queen's Nurses.

Queen's Nursing in Scotland dates back to the late 19th century, when the Queen's Jubilee Institute of District Nursing was established and nurses began to train as Queen's Nurses across the country, including Edinburgh's Castle Terrace, where we still have our office today. In 2017, the decision was made to reintroduce

the title to Scotland following the precedent set by our sister organisation the Queen's Nursing Institute (QNI), which supports community nurses in England, Wales and Northern Ireland. A transformational development programme was created after extensive consultation with experts across the public sector.

The contemporary Queen's Nurse Development Programme (QNDP) has now been running for eight years and we are poised to welcome the next cohort of Queen's Nurses in March 2025.

The programme includes participation in three workshops, during which participants are brought together in an inspiring setting to develop their leadership skills, consider an issue they wish to tackle around healthcare inequality, reflect deeply on what they need to help them flourish, and develop lifelong friendships and connections with others community nurses and midwives. A unique aspect of the programme is the emphasis on the importance of participants being able to reflect deeply on their own practice, and how they role model excellent leadership, with honesty, humility and creativity.

Participants attend a series of one-to-one coaching sessions delivered by experienced co-active coaches. This is a vital part of the programme and supports individuals to reflect on what they need to help them flourish in work and in life. Participants are supported to step into their future with greater self-understanding and self-awareness. Many participants tell us this experience is life-changing.

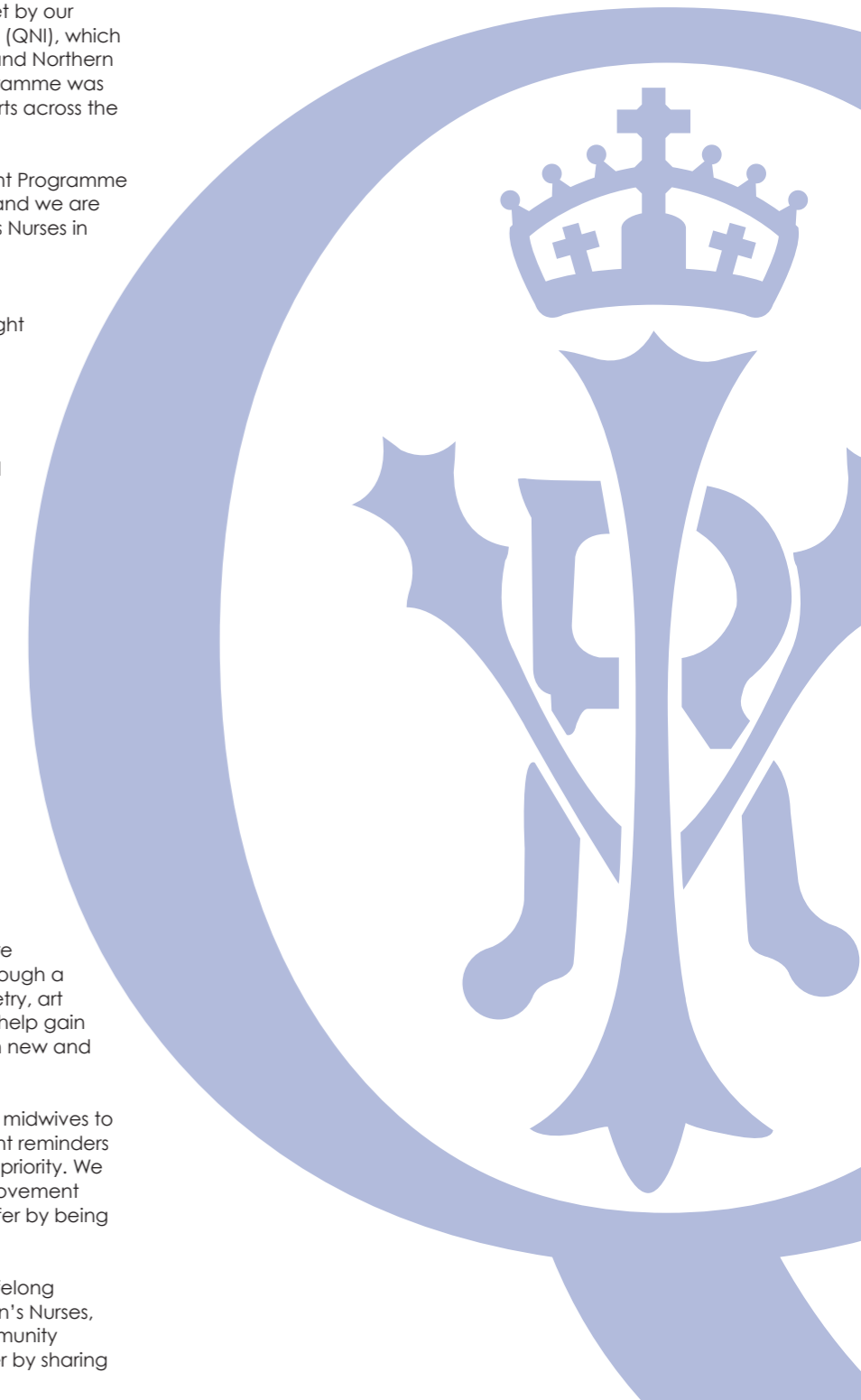
Throughout the programme, participants are encouraged to tap into their creativity. They are asked to consider work issues and to reflect through a different lens, for example, using sculpture, poetry, art and journaling. This can help spark new ideas, help gain greater insight into complex issues and unearth new and creative solutions to problems.

We strongly encourage community nurses and midwives to consider their wellbeing, and there are constant reminders and opportunities to think about self-care as a priority. We introduce self-care such as mindfulness and movement practices and tap into all that nature has to offer by being outdoors.

The end of the programme marks the start of lifelong connections to a growing community of Queen's Nurses, united to help change the landscape for community nursing and midwifery. They support each other by sharing

their learning, discussing work initiatives and ideas and, perhaps most importantly, acknowledging the complex and evolving nature of community nursing and midwifery, and how amongst all the challenges, they need to stay well themselves.

This year we were delighted to award the title to 21 new Queen's Nurses from all over Scotland. These community nurses and midwives were selected in January 2024 having been nominated by their employers. Their expertise spans many specialties, and they are employed and supported by the NHS, third sector organisations and charities.




Meet the 2024 Queen's Nurses

- Kim Barron
- Ryan Bell
- Faye Fowler
- Louise Healey
- Carol Hunter
- Katy Jenks
- Emma Jenson
- Heather Johnston
- Monica Keenan
- Ashley Kvasiliene
- Natalie Lochhead
- Lauren Magunnigal
- Hannah McIlveen
- Laura Miller
- Mags Morrow
- Nicola Reid
- David Ruddick
- Paul Rusk
- Irene Scott
- Janet Stirrat
- Lee-Anne Woods


Kim Barron
Erskine Veterans Charity
 Advanced Nurse Practitioner
 Pioneering new ways of working in social care.




Ryan Bell
NHS Lothian
 Team Lead, Midlothian Older Adults Mental Health and Dementia Team
 On a mission to reach people living with young-onset dementia.




Faye Fowler
NHS Borders
 Senior Charge Nurse
 Striving for the togetherness that the Berwickshire community deserves.



Louise Healey
NHS Lothian
 Team Manager – Midlothian Community Adult Mental Health Team and Intensive Home Treatment Team
 Advocating a 'No wrong door ethos' within mental health services.




Carol Hunter
NHS Fife
 Health Visitor Team Leader and Practice Assessor
 Inspiring the next generation of Health Visitors.



Katy Jenks
HC - One Health Care
 Head of Specialist Services
 Inspiring future generations of social care nurses.



Emma Jenson
Leuchie House
 Director of Care and Health
 Transforming respite for those living with long-term neurological conditions.



Heather Johnston
NHS Ayrshire & Arran
 Clinical Team Leader (Mental Health and Addictions)
 Inspiring and leading the future of prison healthcare in Ayrshire.



Monica Keenan
Ardgowan Hospice
 Advanced Clinical Nurse Specialist
 Striving for equitable palliative care for all.




Ashley Kvasiliene
Erskine Edinburgh Home
 House Manager
 Inspiring change in care homes to support workplace wellbeing.



Natalie Lochhead
Barchester Healthcare
 Divisional Clinical Lead Nurse
 Lead with passion and a large dose of humour.




Lauren Magunnigal
NHS Lanarkshire
 Charge Nurse, Older Adult Community Mental Health Team
 Pro-actively delivering compassionate and holistic care for older adults.




Hannah McIlveen
NHS Lanarkshire and Scottish Ballet
 Senior Nurse Therapist and Health Partnerships Manager
 Movement and dance health pioneer.




Laura Miller
NHS Lothian
 Clinical Team Lead for District Nursing
 Enabling District Nursing teams to thrive and build person-centred cultures.




Mags Morrow
NHS Lothian
 Clinical Nurse Manager, Lead ANP & CWIC Service Operational Lead
 Transforming access to same-day urgent care in East Lothian.



Nicola Reid
NHS Grampian
 Senior Care Home Support Nurse
 Inspiring and enhancing person-centred cultures in Care Homes.



David Ruddick
NHS Dumfries & Galloway
 Unscheduled Care Service Manager and Early Intervention for Psychosis Team Lead
 Making a difference for young people experiencing first episode psychosis.




Paul Rusk
NHS Highland
 Senior Charge Nurse
 Taking innovative approaches to unlocking healthcare for patients in custody.



Irene Scott
Inverkeithing Medical Group
 General Practice Nurse
 Creating life-changing ripples in preventative healthcare.



Janet Stirrat
NHS Fife
 District Charge Nurse
 Bringing kindness, caring and compassion into people's homes.



Lee-Anne Woods
NHS Greater Glasgow & Clyde
 Clinical Nurse Specialist (Care Experienced Children & Young People)
 Transforming Inverclyde's Care Experienced children and young people's lives.



Celebrating Qnis

There was a celebratory atmosphere at the Scottish Parliament on 10 September, as MSPs, health professionals, policymakers, nurses and midwives from across the country gathered to mark 135 years of the Queen's Nursing Institute Scotland, and the awarding of the Queen's Nurse title to 174 contemporary Queen's Nurses.

Along with over 70 Queen's Nurses, attendees at the event, which was sponsored by MSPs Jackie Baillie and Carol Mochan, included Minister for Public Health and Women's Health, Jenni Minto, who welcomed attendees and expressed gratitude for the work of community nurses, and Interim Chief Nursing Officer, Anne Armstrong, who spoke passionately about the vital role of QNIS and its work to support and develop nurses.

The event gave contemporary Queen's Nurses a chance to display posters illustrating project work that they completed during the programme, to talk to their local MSPs about issues affecting the profession and their work in communities, and to network with cohorts from different years of the development programme. It was a fabulous event and we are incredibly grateful to everyone who managed to attend.

Images by Phil Wilkinson



The Scottish Parliament
Pàrlamaid na h-Alba



It all started 135 years ago...

By Chris Holme

"Edinburgh is not what it used to be" was one of my mum's favourite sayings. Worryingly, I caught myself coming out with it to my own kids as we strolled over South Bridge and, even more alarmingly, I am still repeating it now.

This all came to light as I contemplated what Edinburgh was like for those first Queen's Nurses who started out 135 years ago. It is hard to imagine, and memory does play tricks when you try. It was weird during lockdown taking a stroll around central Edinburgh, hearing the birdsong, and enjoying the peace.

But peaceful it certainly wasn't in 1889. There would be all the noise of horses and carts, steam engines from Waverley and Caledonian stations and belching smoke from factories which gave the city its Auld Reekie moniker. The first base for QNIS was a rented double flat in North Charlotte Street. Miss Pauline Peter was the first superintendent and there were three nurses.

They had a letter from Florence Nightingale who wrote: "I most earnestly hope that you are beginning under the conditions you and we wish for and bid you success from the bottom of my heart. God bless you."

In 1890, QNIS moved to a permanent home at Castle Terrace which remains the headquarters to this day.

At that time plans were afoot (as there are now) to rebuild Jenners after a fire and work had just finished on the Forth Bridge. But grand monuments and symbols of wealth weren't the environment the first Queen's Nurses experienced. Their role was to care for the 'sick poor' in their own homes in the slums in and around the Grassmarket.

The idea of district nursing was not new – William Rathbone pioneered it in Liverpool and a service had been set up in Glasgow. Three extraordinary women provided the driving force for QNIS – Christian Guthrie Wright, Louisa Stevenson, and Princess Louise, the Duchess of Argyll, Queen Victoria's rebellious fourth daughter.

What set the Queen's Nurses apart was their training. Not for nothing did they emerge as the elite of nursing. This came from the advocacy of surgeon Joe Bell, serving as vice president, chair of the executive council and honorary physician to the QNIS.

Bell corresponded with Nightingale to see her reforms were implemented in Edinburgh, even her ward designs for the Royal Infirmary. It was at Bell's insistence that nurses coming to QNIS for instruction in district work, midwifery and health visiting had to have undergone three years training in hospital.

Thus, they were ready, or as ready as they could be, to venture out and face the challenges of the real world of poverty, destitution, poor housing and the constant deadly threat from infectious diseases. Over ensuing decades, Queen's Nurses blazed trails across Scotland, improving the care for the poorest communities.

There were never enough of them to meet the demands, but they brought change of a fundamental nature. Change is with us all the time.

Bell was the model for Conan Doyle's Sherlock Holmes – and reinvented in 2010 by the BBC with Benedict Cumberbatch in contemporary Britain. Around the same time QNIS embarked in a new direction training Queen's Nurses as leaders.

I think my mum would have approved of this. We now tend to view the start of the NHS with rose-tinted spectacles. The reality in 1948 was a severe shortage of nurses and general practice largely collapsing under overwhelming.

Progress is founded on change for the better rather than hankering for a reimagined past. And nostalgia is not what it used to be!

Chris Holme is a former Reuters Foundation fellow in medical journalism and wrote a history of QNIS in 2019.

Collaborating to promote health equity

Scotland's Gardens Scheme (SGS) has been providing funds to QNIS since 1931. This year we used their donation to support two community mental health nurses, one in Glasgow and one in Dundee, to partner with a third sector organisation called Venture Scotland. This decision came from our desire to build on the success of a previous Catalyst for Change project, encouraging collaboration between community nurses/midwives and third sector organisations, and mitigating health inequalities.

Venture Scotland provides access to nature and wilderness as a way of improving young people's understanding of their emotions and mental health and helps them find a fresh perspective on life. NHS Esteem in Glasgow and NHS Connect in Dundee both provide intensive support for young people who are recovering from psychosis, which is a debilitating mental health condition. Nurse leads from each service partnered with team leads in Venture Scotland and together they created a set of experiences the young people would otherwise have been unable to access.

Following introductions, name games and kit fitting (all kit supplied by VS) on day one, participants enjoy a day with games and challenges to start building trust and understanding in the group.

The second day of the programme is an outdoor activity day where participants take part in an adventurous activity to build problem solving and communication skills in the group. The Glasgow group went weaselling at Succoth Caves near Arrochar, looking to step outside comfort zones and working as a team. The Dundee group went canoeing on a local loch to look at problem solving and

communication (including how to deal with a sinking canoe!)

The participants then undertook a three-day bothy residential to Venture Scotland's Glen Etive bothy involving travel, walking, eating together, playing development games, check-ins, reviews, and spending lots of time outdoors surrounded by nature and fresh air.

Despite the sinking canoe and one participant almost losing a wellie in the bog, feedback from the young people who participated was hugely positive.

All of the young people who participated reported that they felt more confident about their future, and they all agreed or strongly agreed that they were more aware of things that affect their mental/emotional health and wellbeing and felt more confident about meeting new people.

We are delighted to share with you some photos from the programme. Both NHS teams and their project leads, and Venture Scotland, are keen to continue their partnerships and explore how they can further support young people with psychosis.



“It was very moving and emotional for me.”

“A great learning experience with really supportive staff.”



“Really all round excellent experience that I will remember for the rest of my life.”



Scotland's GARDENS Scheme OPEN FOR CHARITY

Scotland's Gardens Scheme is delighted to have supported the Queen's Nurses since 1931.

We will be launching our 2025 gardens on January 1st so please do come and visit and make sure you let garden owners know that you're a Queen's Nurse. They will be delighted to meet you!

Did you know that we have many gardens that welcome visitors by arrangement? Some of our garden owners tell us that they receive regular visits from people affected with a variety of different conditions and their care givers.

For example, we have learned of people with dementia and their carers visiting our gardens open by arrangement.

They experience a warm welcome, a quiet and safe space, where they can enjoy beautiful and peaceful surroundings and even a cup of tea and piece of cake. If this is something that could benefit the people you work with, please look for gardens open by arrangement on our website to find a safe haven. scotlandsgardens.org

Photo credit: Archerfield Walled Garden © Delia Ridley-Thomas

Scotland's Gardens Scheme: SC049866

Queen's Nurse Updates

Learning Disability Queen's Nurse cohort wins RCN Scotland award

We are delighted to report that the Learning Disability Queen's Nurse cohort was announced as the winner of the learning disability nursing award at the RCN Scotland Nurse of the Year Awards ceremony on 23rd May 2024.

The award aims to recognise those who have succeeded in raising standards of care for their patients and clients and have made an outstanding contribution to the care of service users.

The QNIS Think COULD animation project aims to raise awareness about the need for better support for individuals with learning disabilities in the justice system. Funded by the Burdett Trust for Nursing, the eight learning disability nurses worked together to create an evidence-based project as part of their Queen's Nurse journey, which focused on adults with learning disabilities and the justice system.

The team developed an animation called Think COULD, emphasising Communication, Observe, Understand, and Learning Disability, as an educational tool. The animation was designed to be accessible, educational, and inclusive, with representation from diverse perspectives. It was launched in May 2023 and has had a significant impact, being embedded in Police Scotland training resources,



Image: RCN Scotland

shared with relevant organisations, and informing policy and practice.

Praising the team for their award win, Colin Poolman, RCN Scotland Executive Director said: "Learning disability nurses are vital in ensuring people with learning disabilities are supported to maintain their health and wellbeing, and are supported to be able to live their lives as fully and independently as possible. The team has gone above and beyond to reduce health inequalities and their success is well deserved".

We at QNIS couldn't be prouder of this group of nurses. They are driving positive change for individuals with learning disabilities, ensuring they receive equitable treatment and fair access to justice.

Career changes - Julie Fitzpatrick



I made a brave and positive move (from an extensive background in learning disability services which I loved) to come and work within specialist children's services in NHS Greater Glasgow and Clyde as a service manager for areas in Glasgow South and East Renfrewshire.

I moved in April 2024 and since then have been on a learning curve understanding how teams come together to meet the needs of children, young people and their families.

Our overarching aim is to work in a co-created way with families, to hear what matters to them and to provide a service which meets their needs and prioritises really good outcomes. We work to promote self-management and empower families to get what they need from services and be able to move forward in a way that makes sense for them and still provides the help they need when they need it most. I have seen first-hand the amazing range of skills staff have as well as showing kindness and care to everyone coming into the service. A lot of the children can be vulnerable so it is heart-warming to see the difference staff are making every day and for me to now be a part of this – allowing me to learn and develop in my career.

Breaking down Barriers - Lauren Magunnigal

Within Wishaw's Older Adult Community Health Team this year, we have been emphatically working to reduce or remove barriers for access to our service. We are avidly aware of the difficulties facing older adults accessing supports such as transport, technology and isolation. Being a second tier service, we are accessible only by GP referral.

As part of the Queen's Nurse programme, my development issue was building an outreach programme to engage more closely with communities and bring much needed support to them. Through hard work, team work and dedication, we have successfully set-up ongoing outreach programmes within our health centre and local church which has resulted in a 14% reduction in referrals to the service over the last six months. I have also provided talks for a few other local groups which has provided basic mental health information and signposting which has been gratefully received. We look forward to continuing this as time progresses.



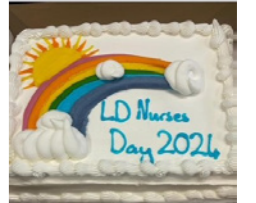
Queen's Nurse Updates

Celebrating Learning Disability Day - Carole Morrow

NHS Lanarkshire celebrated Learning Disability Nurses Day on 2nd November. This was an opportunity to raise the profile of learning disability nursing and encourage the recruitment of future learning disability nurses to NHS Lanarkshire.

On this special occasion we extended our gratitude to all of our dedicated professionals, including registered Learning Disability Nurses and Health Care Support Workers

for their continued hard work and commitment to people with learning disabilities and their families across Lanarkshire.



Our Learning Disability Community, CAMHS and Inpatient Learning Disability Nursing teams arranged an appreciation lunch to celebrate our profession, share stories and experiences, and recognise all the hard work that they all do.

Continuing to support community nursing after retirement - Anne Burns

I retired from being FNP Nurse Cons/Service Lead in April 2023. However, I have been back working in the community with the public health team delivering the vaccination schedule to older adults and housebound patients. This has been a very humbling experience for me given that I have spent the majority of my career in children and families work. It has really galvanised what the research tells us about the levels of co-morbidity in the West of Scotland.

A highlight this year has been the opportunity to undertake and complete Capacitar Training, part-funded by QNIS, which I am immensely grateful for. I have joined the Community of Practice Group that Emma facilitates, and I look forward to consolidating and integrating this more in 2025.

I have just started working with Professor Helen Minnis and her team at the University of Glasgow with the CeDAR team on an exciting Randomised Control Trial (RCT) in relation to infant and maternal health.

You can find out more about the CeDAR team online by searching 'CeDAR team Glasgow.'

The RCT has now expanded to be more upstream and going forward the families will be recruited to the study via Health Visiting and Family Nursing for example (pending ethical approval of course).

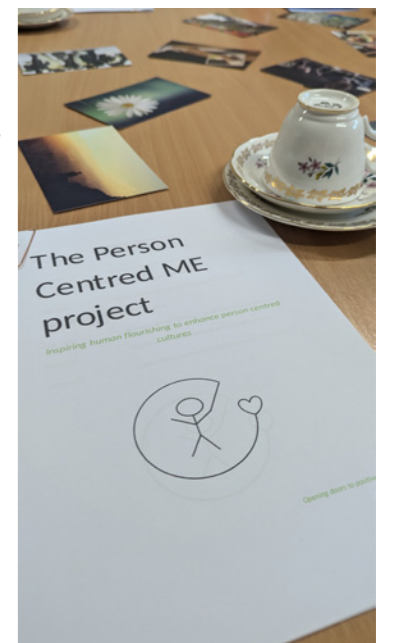


An update of The Person-Centred ME - Nicola Reid

I would like to proudly share my initiative "The Person-Centred ME Project" which was hugely inspired by my time this year completing the QNIS development programme. The development programme not only inspired me to look at health inequalities but also encouraged me to look to the future of person-centred care within our communities and in particular care homes.

I created a series of workshops for care home staff, which inspired and enhanced person-centred care by addressing and focusing on staff wellbeing. Within these workshops I introduced a number of mindfulness exercises, an introduction to guided journaling, and a closer look at the person-centred framework by Brendan McCormack and Tanya McCance. The workshops inspired care home staff to flourish, look to their own values, and provide a space for fresh thinking and new ideas to be born to improve person-centred cultures within care homes. Initially, I made space for Care Home Managers to come together to learn about the project and allow for collaboration within a liberating structure. During these workshops Care Home Managers discussed the barriers to person-centred care, and together crystallised new ways in which these barriers could be challenged.

The Person-Centred ME project is in its early stages and will require dedication and support in order to grow and take shape, however I am hugely proud of the conversations it has already made space for. I am incredibly passionate about ensuring a shift in mindset within care homes, to make person-centred moments become person centred cultures for all.



Queen's Nurse Updates



A trauma-informed safe behaviours policy - Nicki Corrigan

From a very young age, all I ever wanted was to become a nurse. As my career develops, I am aware that supporting people and relationships is at the heart of that passion.

Supporting staff and volunteers, and enabling them to come to work feeling safe, confident, and delivering excellent care, is critical.

My interest in creating a Safe Behaviours Policy followed some complex situations within the hospices which left some staff feeling unsafe, vulnerable, and with no clear guidance on how to manage violent and aggressive behaviours.

Around this time, I became aware of the Trauma-informed Approach Model and learned that CHAS was also keen to embed this approach into our service.



As we all work with people and all our interactions are relational, it seemed that this was an exciting and positive approach to take. Staff within CHAS are working in extremely emotional circumstances with children and families

who may have experienced significant trauma throughout their lives. We also know that staff within CHAS may also have experienced such trauma which is often what drives them to work in such a caring and supportive environment.

As an organisation, we are ensuring support is in place for staff to stay safe and to protect their wellbeing, and are taking a trauma-informed approach with families. Our goal is to help our staff, volunteers, and families feel safe and supported.

My involvement started with the delivery of the first level workshops as a Trauma-informed Champion. Now I am part of the Trauma-informed Workplace Steering Group, reviewing our services through a trauma-informed lens to ensure our approach to all staff and family support is trauma-informed.

Taking a trauma-informed approach to the new Safe Behaviours Policy has enabled a greater understanding of behaviours, reactions and ways of reducing stresses that may escalate into violent or aggressive behaviour. The policy launches alongside the trauma-informed training which CHAS is committed to embedding throughout the service.

The policy provides a framework to enable a safe and secure environment for all staff, volunteers, children, families, and visitors. This is achieved by following and incorporating the five principles of the trauma-informed approach:



Being involved in introducing a trauma-informed approach at CHAS has not only helped my personal development but has been so influential in helping me to develop the Safe Behaviours Policy.

As a Trauma-informed Champion, I am delighted to be able to apply my own learnings whilst also training staff in the importance of being trauma-informed and the impact it can have on people and relationships.

Queen's Nurse Updates

Meaningful connections - Kirsty Cartin

This year focused on enhancing access to meaningful connections and community for Rashielee Care Home residents. Building on my 2023 Namaste Care project to support residents with advanced dementia, I led the team in implementing Playlist for Life, using personalised music to reduce distress and foster companionship. Rashielee has now received accreditation from Playlist for Life.

I also partnered with Generations Working Together and a local primary school to trial their "Creating Intergenerational Communities Toolkit," bringing children into the home twice weekly. This initiative has enriched the lives of

residents, families, and children. In recognition of our team's efforts, Rashielee was named the "Care Service of the Year" at the Scottish Care Home Awards, underscoring our commitment to making care homes vibrant parts of the community.



Implementing a dementia strategy - Yvonne Manson

What I am proud of this year is the launch of our dementia strategy. The key projects were chosen through engagement with people living with dementia, families, and staff working in our care homes.

This means as well as linking with the national dementia strategy, our strategy is about what the people in our community want. We have already seen many positive outcomes from the strategy. Promoting excellence in dementia training and brain health sessions have been popular and we've seen a 9.2% reduction in the use of anti-psychotics.

Our environments are assessed using the new environments for aging and dementia design tool from Stirling University. These are completed by me and people living with dementia in the care home giving insights into what is working and what is not. This has resulted in many different

changes from the size of clocks to the implementation of memory boxes on bedroom doors to support way-finding. When you consider your own home, it is as unique as you are. Achieving that in community living is more difficult.

Care homes are communal living environments seeing a range of different people sharing spaces. Ensuring our environments enable while still represent the people who live there has taken work. It has been marvellous hearing people's stories and what home is to them, ensuring everyone feels like they belong in the space they live.



Quality Improvement in care homes - Monica Keenan

A large part my Queen's Nurse journey has involved me focusing on my legacy, and much of this has been around ensuring equitable care for people no matter where they are spending their final months. In order to do that I created a Palliative Care Champions programme for staff in care homes.

This is a six-week week programme based around an evidenced-based framework and as part of this the champions had to highlight and implement a Quality Improvement project in their homes. On the final day each care home had the chance to present their Quality Improvement projects, which included implementing patient-centred comfort boxes, music for life, and improving future care planning in care homes.

The day was a huge success and our plan is to repeat this again in March 2025.



Fundraising

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 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 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 that have helped to fund candidates for the 2024 Queen's Nurse Development Programme. Without this financial support the programme would not be possible:

- The Dunhill Medical Trust
- NHS Lothian Charity
- The General Nursing Council
- The Blythe Family Trust

In addition, 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 proportion of our charitable expenditure. We need to raise funds 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 by scanning this QR code:



If you'd like to donate, 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 is 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.

We were very touched to receive a bequest from David John White. David was the father of Clare Cable, and he had followed the work of QNIS with interest, having attended the very first Queen's Nurse Awards event back in 2017. We plan to use this bequest to support two Queen's Nurses on the Queen's Nurse Development Programme in 2025.

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.

The Celebration Wall

The QNIS celebration wall was installed in the foyer at Castle Terrace as part of the 2015 refurbishments. The design was created by Roz Barr whose mother Averil was a Queen's Nurse. It contains the names of retired Queen's Nurses and allows the opportunity for retired Queen's Nurses to be remembered and celebrated.

We ask for a minimum donation of £100 to cover the cost of the inscribing. However, if you, a family member, or a group of friends, wish to donate more, then the extra money will allow us to further support our community nurses and midwives across Scotland.

If you would like your name added or have a name that you wish to add either in memoriam or as a gesture of friendship, then please get in touch with our Staying in Touch Coordinators, Alison or Carol, by e-mail: stayingintouch@qnis.org.uk

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 about the work that QNIS is doing with interested organisations to reduce health inequalities and support community nursing and midwifery.

We were extremely grateful to the organisers of an annual event called 'Not the New Club Ball'. They charge for tickets and then any surplus funds are donated to charity. For 2024, they chose QNIS and visited the office to make a donation of £331.

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

Our very own Professional Nurse Lead, Emma Legge took part in part in a Supernova run across the Forth Road Bridge (and back!) on Saturday 2nd November 2024 to raise funds for QNIS.

She raised an incredible £772.



Fundraising

Making a difference

With your donations, we can support, inspire and develop Scotland's community nurses and midwives, helping them to find innovative ways of improving the health of those they serve in their communities. Nurses like Hannah and Irene:

Hannah McIlveen is a Senior Nurse Therapist with NHS Lanarkshire and Health Partnerships Manager at Scottish Ballet.

"In my role at Scottish Ballet, I promote our dance health classes within the health and social care sectors, helping to spread the message far and wide. Feedback from participants, both verbally and through evaluations, highlights that these classes enhance wellbeing, boost resilience, and encourage engagement in other life-enriching activities.

My work within the NHS is fully person-centred, with each appointment focused on listening attentively, staying curious, and avoiding assumptions. Many of those I work with have shared that they now think differently about themselves and are more responsive to their own needs, leading to a greater sense of wellbeing.

"I feel very lucky to have had the opportunity to share space with some incredibly inspiring individuals. The Queen's Nurse Development Programme has been uplifting and intense. Coaching has supported me to explore my dreams, choices and perceived glass ceiling. My colleagues in the cohort are the most passionate and dedicated individuals I have had the pleasure of knowing. I have been supported to be my true authentic self, and the magnitude of what this has done for me as a person cannot be overestimated."



"I feel very lucky to have had the opportunity to share space with some incredibly inspiring individuals."

Fundraising

Making a difference

Irene Scott has worked in nursing for 30 years, spending 18 years as a theatre nurse, before making the move to community nursing nine years ago. She works as a practice nurse at Inverkeithing Medical Group, the biggest practice in Fife, supporting a range of patients from different demographic groups, mainly to manage their long-term conditions.

"Community nursing is amazing", is how she sums up her work.

Alongside her work in a GP practice, last year Irene began working with RSABI, a Scottish charity that offers emotional, financial and practical support to those working in agriculture, providing health monitoring at the Royal Highland Show. As this was so successfully received, it led to a six-month trial of innovative health promoting Health Huts at ANM Thaineston Mart in Inverurie. The pilot was so successful that the Health Hut is now open at the Mart's main sales.

"The Queen's Nurse movement is so vital. As well as the chance to build a network with the other nurses in the cohort, which I know will remain after the formal learning is finished, the programme has helped me realise, 'I can do this'. It's boosted my self-belief, particularly about the Health Hut work, which brings together my two passions – nursing and agriculture – and I'm also reinvigorated in my general practice work."

You can read more about Hannah and Irene in the blog section of our website: qnis.org.uk



"...the programme has helped me realise, I can do this. It's boosted my self-belief..."



Long Service Awards

We were delighted to support and attend a number of Long Service Award events in 2024.

In total, certificates were awarded to 413 community nurses and midwives who have given 21 years or more of service to the community.

These events recognise the invaluable contributions of healthcare professionals who have devoted their careers to the wellbeing of their communities.

Those who received their award in 2024 are listed here. Many congratulations to them all.

413

Community Nurses and Midwives



Roll of honour

Aileen Jones
Aileen McConnell
Alexandra Harden
Alexandrina McGuire
Alexis Mitchell
Alison Conroy
Alison Daly
Alison Easton
Alison Fair
Alison Jeans-McGrory
Alison Johnston
Alison Johnstone
Alison McKinnon
Alison Nimmo
Alison Ramsay
Alison Tausney
Amanda Brown
Amanda Cunningham
Amy McKay
Andrew Miller
Andy MacPherson
Angela McLauchlan
Angela McPake
Angela Phillips
Angela Reilly
Angela Small
Angela Wardlaw
Angela Weir
Angelina McCann
Angus McCrone
Ann Hughes
Ann Donaghy
Ann Frances McKenzie
Ann Marie Jack
Ann McBain
Ann Thomson
Anne Burns
Anne Gallagher
Anne Hair
Anne Marie Benes
Anne Marie Simm
Anne McDaid
Anne McEwan
Anne McGinley
Anne Muir
Anne-Marie Taylor
Annette Holliday
Audrey Buchanan
Audrey Demetriou
Audrey McCann
Barbara O'Brien
Barbara-Ann Robb
Bernadette Galloway
Bernadette Kerr
Bernadette Rocks
Carol Alford
Carol Galloway
Carol McAvoy
Carol Murray
Carol Wood
Carole Anne Kirk
Caroline Archibald
Caroline McCue
Caroline McFie
Carolyn Whitelock
Carolynn MacInnes
Catherine Anderson

Catherine Barrie
Catherine Haughey
Catherine Lindsay
Cattriona Manchip
Charles Stewart
Cheryl Murray
Chris Carter
Christine Weir
Cindy Clelland
Cindy Murray
Claire MacLeod
Colette Connolly
Colin Wood
Craig Tannahill
David Douglas
David Guthrie
David Law
David Stewart
David Walker
Dawn O'Dowd
Deanne Graham
Debbie Brown
Debbie McCallion
Diane Allcock
Diane Jordan
Dorothy Sharp
Eileen McGinness
Eileen Mulholland
Eilidh O'Neill
Elaine Anderson
Elaine Beattie
Elaine Black
Elaine Care
Elaine Farmer
Elaine Faulds
Elaine Fitzpatrick
Elaine McGinlay
Elizabeth Bennett
Elizabeth Borland
Elizabeth Donnelly
Elizabeth Jamieson
Elizabeth Stewart
Ellen Cope
Ellen Slack
Elly Albrow
Emily Traynor
Emma Main
Emma Smith
Erin Highlands
Evelyn Magilton
Fiona Crook
Fiona Gray
Fiona Heggie
Fiona Houlihan
Fiona Morice
Fiona Neilson
Fiona Niro
Fiona Priest
Fiona Ralph
Fiona Reid
Fiona Sinclair
Frances Curren
Gailene Cochrane
Geraldine Bradley
Geraldine Daly
Geraldine Foley
Gerry McGowan

Gill Caban
Gillian Adamson
Gillian McInnes
Gillian Moorcroft
Gillian Robson
Gillian Thomson
Gillian Watson
Glenda Murphy
Gwen Hill
Hazel Graham
Hazel Robertson
Heather Kalinsky
Heather Sweeney
Helen Glassford
Helen McCrum
Helen McRobbie
Helen Murphy
Helen Park
Helen Pickering
Helen Rigby
Henrietta Burns
Iona Thomson
Irene Carswell
Irene Lawson
Jacqueline Angus
Jacqueline Caskey
Jacqueline Gray
Jacqueline Irvine
Jacqueline Meade
Jacqueline Meek
Jacqueline Priest
Jacqueline Shaw
Jacqueline Smith
Jacqui Shaw
James Devine
James Donnachie
Jane Kenyon
Jane McIntosh
Jane Norton
Jane Watson
Janette Diplacito
Janice Gay
Janice MacGillp
Janice McVitie
Janice Moodie
Janice Smith
Jean Gaston
Jean Keith
Jean Miller
Jennifer Cordner
Jennifer Leggat
Jennifer Macrae
Jennifer Murphy
Jillian Brown
Jim Reilly
Joan Gold
Joan McLaughlin
Joanna Crawford
Joanne Byrne
Joanne Harris
Joanne Jenkins
Joanne MacKinnon
Joanne McDaid
John McDonald
John Park
Johnann Wilson
Joseph Whyte
Josephine Cartright
Joyce Phillips
Judith Currie

Judith Ferguson
Judith Reilly
Julia McCrum
Julie Campbell
Julie England
Julie Thomson
Karen Adam
Karen Barbour
Karen Connor
Karen Douglas
Karen Gleed
Karen Henderson
Karen Jackson
Karen Kershaw
Karen Loney
Karen MacDonald
Karen McDowall
Karen McShee
Karen Nolan
Karen Reid
Karen Ross
Karen Slater
Karen Smillie
Karen Stewart
Karen Thomson
Karen Whatton
Kate Sutherland
Kathleen Halpin
Katie McCulloch
Katy McKnight
Kevin Bletsoe
Kevin Kerr
Kim Macpherson
Kirsteen Begg
Kirsteen Jack
Kirsty Povey
Laura Maclure
Laura McKinnon
Laura Reilly
Leanne Connell
Lesley Anderson
Lesley Cormack
Lesley Farmer
Lesley Halley
Lesley Martin
Lesley Roney
Lesley Shiels
Lesley Taylor
Lilian Morrison
Linda Bias
Linda Burns
Linda Lindsay
Linda McFarlane
Linda McGuigan
Linda McLean
Lindsay McNab
Lindsay Law
Liz Russell
Liz Morrison
Lori Marshall
Lorna Carruth
Lorna McCann
Lorna McInnes-Sneddon
Lorraine Dick
Lorraine Hay
Lorraine Mallon
Lorraine McMillan
Lorraine Stein
Lorraine Watson
Lorriane Bruce

Louise Graham
Louise Johnston
Louise McNamara
Lynda Watson
Lynn Gartshore
Lynn MacDonald
Lynn Mushet
Lynne McIntyre
Lynsey Lowe
Lynsey Sutherland
Maggie Drosso
Mags Simpson
Mairi Statham
Mandy Moore
Marellen McLeod
Margaret McCabe
Margaret Armstrong
Margaret Binks
Margaret Cameron
Margaret Cassidy
Margaret Duddy
Margaret Mateos
Margaret McBride
Margaret McMillan
Margaret Murray
Margaret Scott
Margaret Shearer
Margaret Tougher
Margo Allen
Margot McLennan
Maria Dickson
Marianne Moore
Marie Conway
Marie Dickson
Marie Hickman
Marie Lowe
Marie Rooney
Marion Boyle
Marion McGroary
Marjorie McLoone
Marlene Pryde
Martin O'Connor
Martin Ross
Mary Angela Mckenna
Mary Carlin
Mary Kinninmonth
Mary MacRae
Mary McCann
Maureen Gray
Maureen Costello
Maureen Downie
Maureen Hamill
Maureen Murphy
Maureen O'Hanlon
Melissa Durie
Mhairi Cavanagh
Michael Baldi
Michael Collins
Michele Kyle
Michelle Mckillop
Maira Baird
Maira McCubbin
Morag Robinson
Nicola Heeps
Nicola Kelly
Nicola McDade
Nicola Robertson
Norah Arnott
Noreen Sohail
Norma Young

Pam McClean
Pamela Keating
Pamela Stevens
Paula Crosbie
Paula Kyle
Paula Ross
Paula Towle
Pauline Duddy
Pauline Gray
Pauline Hughes
Pauline Martin
Pauline McGrath
Pauline McNeary
Pauline Wyatt
Rachel Greaves
Rachel Redfern
Rhona Galbraith
Richard Binning
Roberta Wishart
Ronald Orr
Ruth Frew
Ruth Walsh
Sally O'Brien
Sandra Harris
Sandra Staiano
Sarah Campbell
Sharon Devlin
Sharon Simpson
Sharon Sinclair
Sharon Stewart
Sharon Timmons
Sheila Murray
Sheila Quigley
Sheina Gilmour
Sheina McCulloch
Shona Moir
Shona Wylie
Stella Rennie
Stephen McNally
Stuart Lygate
Susan Anderson
Susan Clocherty
Susan Collins
Susan Frew
Susan High
Susan Jess
Susan McDonald
Susan Patton
Suzanne Lightbody
Suzanne Reid
Tanya Lonergan
Tara Irvin
Terry Walker
Thomas Forrest
Ting Fong Choy
Tommy Jones
Tracey McKechnie
Tracey Moore
Tracy Buchanan
Tracy Stafford
Trudi Fraser
Una Gildea
Valerie Wilcock
Vicky McGinn
Vicky Smith
Wendy Commins
Wendy Linden
Wendy Maguire
Wilma Paterson
Yvonne Gill

The Queen's Nurse Development Programme Awards

This year we are delighted to award the title of Queen's Nurse to 21 new community nurses from all over Scotland at our annual awards celebration held in the Grassmarket Community Project.

Each new Queen's Nurse received a badge designed by Orkney silversmiths Ortak, and a specially commissioned Harris Tweed sash or tie.

At this year's awards, we celebrated: 135 years of Queen's Nursing, eight years of the Queen's Nurse Development Programme and 174 contemporary Queen's Nurses in Scotland.



Fellowships

This year saw two QNIS Fellowships being awarded. The award aims to recognise an exceptional contribution to community nursing and the work of QNIS.

Our first QNIS Fellowship was awarded to Clare Cable, who was formerly Chief Executive and Nurse Director of QNIS.

Clare joined the charity in 2014, bringing her experience as a nursing leader in health care improvement and policy. During her time at QNIS, Clare raised the profile of the charity, reintroducing the Queen's Nurse title to Scotland through the transformational development programme.

The second Fellowship was awarded to Professor Catriona Kennedy.

Professor Kennedy is the Queen's Nursing Institute Scotland Professor of Community Nursing in the School of Nursing and Midwifery at Robert Gordon University. She is a District Nurse by background and has made a significant contribution to community nursing through her research.



The importance of learning disability nursing

By award-winning nurse Kerry Anderson

Kerry Anderson is a Queen's Nurse, and Nurse Consultant with NHS Grampian. Here she reflects on her career to date, her experience on the Queen's Nurse Development Programme, and the importance of learning disability nurses.

"It's an exciting time for learning disability nursing," says Kerry Anderson, as she reflects on a recent win at the RCN Scotland Nurse of the Year Awards.

Kerry and her cohort from the Queen's Nurse Development Programme won a third award for their project 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.

It's been a busy few years since Kerry embarked on the development programme which, she says, offers "a great opportunity for all community nurses and midwives, at any stage of their career."

Kerry was part of a cohort of eight nurses, funded by the Burdett Trust, to complete the programme, with a project that focused on the criminal justice system. Due to begin in 2019, to coincide with the 100th anniversary of learning disability nursing, the cohort's studies were delayed slightly due to the pandemic but created a significant body of work during the programme, when it was able to commence.



Describing the programme as, "a chance to connect with community nurses from all fields of practice", Kerry was keen not only to develop her own practice during the nine months of study, but also to raise the profile of learning disability nursing in the process.

Kerry has worked as a Learning Disability Nurse throughout her 30-year career, and feels lucky to have done so. "I can't believe it's been 30 years; it's flown by. But I have been really fortunate that I have been able to stay within the service and been able to progress."

"There are currently challenges around the recruitment and retention of nurses, and that includes learning disability



Image: Iska Birnie

nurses," Kerry said. "Some people don't know about learning disability nursing, while others don't know fully what learning disability nurses do, including, for example, that they are the only professionals educated specifically to work across the lifespan with people with learning disabilities.

"People with learning disabilities have the poorest health outcomes, compared to any other population. So, I want to highlight the importance of learning disability nursing, and support nurses across the profession to think about how, in their own practice, they can support patients with learning disabilities, and address those health inequalities that exist," Kerry explained. "I also want to look at modelling best practice around what we want for our patients and for our nurses."

As well as her role as Nurse Consultant with NHS Grampian, Kerry is also Co-Chair of the Scottish Learning Disability Lead Nurse Group, a Scottish Representative at the UK Learning Disability Nurse Consultant Forum, and an Associate Lecturer at Robert Gordon University, in Aberdeen.

"I really enjoy my current role. I think it's my favourite so far in my career," Kerry said. "I am a passionate Learning Disability Nurse and thrive on being able to see and maximise opportunities, as well as have professional responsibility for staff and practice."

However, Kerry reflected that, "The Nurse Consultant role can be lonely, and the development programme offered me space to further develop my confidence and learn to fully trust my abilities. Nursing is a 'safety critical' profession, and I see myself as a role model for excellence in care."

The programme also allowed Kerry, "the chance to be a peer, rather than a leader", which she welcomed, as well as time to focus on the benefits of wellbeing; something that's not always at the forefront during busy work days.

So, is there any chance of Kerry herself slowing down in the near future?

"I can't imagine doing anything else at this time," Kerry said. "If an opportunity appeared, then I might consider it, but I don't know at the moment what that would be! I don't know if I can imagine myself doing anything else but learning disability nursing."

Raising the profile of school nursing in Scotland

By Dr Elaine Allan



Dr Elaine Allan is a QNIS Fellow and a Lecturer on the Advancing Nursing Practice MSc degree at Robert Gordon University.

Here, she discusses the findings of the recent RCN report on Scotland's nursing workforce, and the need to raise the profile of school nursing.

Coinciding with publication of the Royal College of Nursing's (RCN) third *The Nursing Workforce in Scotland* report a group of RCN members representing all fields of practice including nursing students, shared their personal experiences and perspective on the challenges facing the profession in Scotland at a meeting in Edinburgh on 5 May.

The report represents the 'bigger picture' using evidence based on Scotland's nursing workforce statistics and offers ten recommendations to address the nursing workforce crisis, concentrating on a nursing retention strategy.

The event gave members an opportunity to have a dialogue with Scotland's Interim Chief Nursing Officer, Anne Armstrong, and key MSPs from across parties. The challenges of the normalisation of staff shortages and increased demand resulting in unsafe practices was discussed. In addition, the negative impact on patients, staff and colleagues was stressed, particularly the effects on the mental and physical wellbeing of nursing staff.

Themes of being under-staffed and under-valued were consistent across all disciplines, and the report makes for stark reading.

Although there is reference to health visiting, and to paediatric nursing, there is no reference to school nursing specifically.



The report is timely given the increasing needs of school-age children and young people specifically related to the gaps in mental health and wellbeing services, for example, which school nurses attempt to fill.

In addition, the School and Public Health Nurse Association launched a campaign in partnership with QNI and the College of Medicine, and SAPHNA and the QNIS liaised to raise the awareness of this report, *A school nurse for every school*.

School nursing as a profession needs to collectively find a way to raise its profile to improve understanding of the value of the School Nurse role for children and young people.

Case study

Sharing a sustainable, effective, and progressive school nursing model for the future – NHS Tayside in partnership with Robert Gordon University

A sustainable and effective school nursing service is dependent on NHS Boards recruiting and retaining school nurses to meet the needs of the school-age population, underpinned by education.

NHS Tayside has invested in school nurse education at master's level since 2017. It has also developed a model for managing the school nursing service and investing in school nurse education throughout management structures and across the Tayside region. The MSc Advancing Practice (School Nursing) at Robert Gordon University encompasses the four pillars of advancing practice – clinical practice, leadership and management, education, and research – the Nursing Midwifery Council (NMC) Specialist Community Public Health Nurse (SCPHN) Proficiencies (2022) and The Scottish Government's Transformation of the School Nurse Role (2018).

NHS Tayside was an early adopter of the Scottish Government's Refocused Role of the School Nurse, delivering a targeted school nursing service to all children across the region translating Scottish Government policy into practice. Translation of the Scottish Government directive is further demonstrated in the structure of the school nursing service in NHS Tayside, which invested in a model that focuses on supporting school nurse education threaded through management, team leaders, practice educators and specialist school nurses who are all educated to MSc Advanced Nurse Practitioners – School Nursing level. School nursing service design and delivery is therefore grounded in research, teaching, expertise in clinical practice and leadership, which has created an environment where the school nurse role is valued. This model supports student school nurses within teams where excellence is embedded, and leadership acknowledged as fundamental in the role of a school nurse.

In addition, the school nursing service in NHS Tayside supports a clear career pathway through which school

nurses can progress. It is led by a Senior Nurse, three regional Team Leaders and three Practice Educators which is exemplary, with the potential to support recruitment and retention of staff.

NHS Tayside's framework for the school nursing service and school nurse education offers a sustainable approach, with prevention and early intervention to support children and young people, to reduce health inequalities across the area, whilst raising the profile of the uniqueness of the school nurse role.

Through innovation, this structure could be replicated by boards and trusts across the United Kingdom and used as an exemplar for school nursing services to deliver evidence-based nursing grounded in leadership to benefit children, young people and families.

For further details about the work in NHS Tayside please contact:
Carol Paterson – Practice Educator/Specialist Community Public Health Nurse: Carol.Paterson2@nhs.scot

“School nursing as a profession needs to collectively find a way to raise its profile to improve understanding of the value of the School Nurse role for children and young people.”



Strengthening nurse-led community research

By Ben Bowers and Caroline Dickson

Research Fellows, Ben Bowers and Caroline Dickson, discuss the importance of research within nursing, and how to embed it in practical and innovative ways.

Research within nursing is generally considered a Marmite concept – you either love it or hate it!

That said, nurses are curious, questioning, have considerable abilities to use evidence to make decisions and to advocate for patients and their families. They can evaluate current practice and identify ways to make patient and staff experiences better. Nurses do research! Community and primary care nurses do research! It's not a case of love or hate, it's about recognising and articulating what counts as research... and building community and primary care nurses' confidence in driving forward research that matters.

Educators in community and primary care are seeking to find innovative ways to include research in their curricula, ways that help nurses to embed research into daily practices and encourage them to consider how they can lead on developing much needed evidence to support community nursing practice.

The pool of high-quality evidence to support community nurses in their roles is gradually improving. This is crucial to evidence both 'being' and 'doing' community nursing practice, preventing the roles becoming task-focused (Dickson 2022). Improving the effectiveness and efficiency of community nursing practice, whilst considering the uniqueness of the specialisms, requires ongoing research and development work.

Increasing numbers of community nursing researchers are role modelling ways of incorporating research into clinical and academic roles. Forums such as the Queen's Nursing Institute Scotland and the Queen's Nursing Institute are committed to supporting UK-based nurse researchers and research engagement, through skills training, networking and providing opportunities for community and primary care nurses to be involved in research. These activities are happening concurrently with the UK Government showing a commitment to developing research capacity and capability in nursing within its strategic plans, and government-funded schemes that support clinical academic careers and research activity. However, community and primary care nurse-led research remain very under-represented (Bowers and Evans 2022).

The problem remains, there is not enough nurse-led research to inform evidence-based community practice. So, we created the QNI Community Nursing Research Forum to strengthen community-based nursing research through peer support, mentorship and supporting personal development and research opportunities across the United Kingdom.

The idea for the Forum is simple and is proving to be effective. It brings together novices and experts alike to network, learn, share ideas, and develop research and development within their clinical role as well as in research-related careers. The Forum now has 900 members from

across the UK. We come together as a community for online Masterclasses, drop-in sessions, and webinars. We also have a growing private Facebook group for members to ask research related questions and get advice. We continue to build innovative web resources based on members' requests and development needs.

There is a great appetite for engaging with research within community and primary care nursing and we want to support members in developing their skillsets, networks, and research interests. There are considerable benefits from being part of an inclusive, dynamic community of like-minded peers interested in research, and the UK-wide focus is hugely helpful in bringing people together and supporting one another to grow and access support within their specialties and beyond.

Taking up opportunities to engage in research may not seem like a priority when much of the workforce is understaffed and clinical practice demands are high. However, engaging in research provides a chance to recharge and grow. Conducting and engaging in research requires many different skills and abilities. It also allows nurses to communicate and collaborate closely with like-minded peers involved in research, something that can be limited when working in relative isolation in community settings. So, we invite you to join us!

These are the key reasons why you should join the Community Nursing Research Forum:

- There are similar opportunities and challenges for nurses working in the community and primary care, regardless of specialties and geographical location
- Organisations do not always provide the support needed to engage with research
- Peer support is invigorating
- Opportunities to generate ideas, learn about research, methodologies, and methods
- Mentorship scheme

“The problem remains, there is not enough nurse-led research to inform evidence-based community practice.”



Ben Bowers

Wellcome Post-Doctoral Fellow, a Nurse Consultant – Palliative Care, a Research Consultant at the Queen's Nursing Institute, and Honorary Associate Professor.



Dr. Caroline Dickson

Senior Fellow of the Higher Education Academy, Director of Person-centred Practice - International Community of Practice, a Fellow of the Queen's Nursing Institute Scotland, a Member of the CPcPR and Co-founder of CAKE.

Celebrating the joy of reading for wellbeing

To coincide with the Edinburgh International Book Festival, the QNIS Wellbeing Book Group wrote a poem expressing the joy of reading, and how books and the stories within them spark the imagination.

Books?! The excitement of a new one! What will I meet?
How will it change my world: Will I laugh, sigh, smile or greet?
Pages and words become friends, characters develop,
stories unfold.
Time disappears, a world of imagination, conjured up from pictures.
We escape.

New pages like cut grass evokes memories and comfort.
An adventure in my hand, the promise, the excitement:
mine alone in this world.
Each read transports you into the text, allowing rest, peace,
quietness and thought.
A page, chapter or book draws you in, a new reality.

Favourite authors excite, new releases, titles sit proudly on shelves.
We talk and share, we reach deep into our hearts, soul or thoughts.
Life is enriched with books, the genres available,
infinite variety.

Self help, autobiographies, murder, romance, academic,
holiday reads.
The literature world is vast.

Emotions provoked. Messages powerful. They educate and stimulate.
Read one, go on a reading vacation, it's the best break you will have.
A unique life library, coloured in your imagination. Your story to tell.

Knowledge. Imagination. Ideas
Fill my head over the years.
A life companion, giving escapism, knowledge, therapy,
love, laughter, tears
as well as friendship, from fellow readers along the way.

A word, a sentence, a thought, a poem; there to provide comfort, laughter, and offer peace.
Opening a book, like opening a door to another world, a journey with no map, makes you laugh and cry and nurtures your soul along the way.
Leaves you wanting more, when you reach your destination.

Written by
Fiona, Gill, Nicola, Emma.

Exploring Capacitar as a tool for healing

By Debbie Wishart

Debbie Wishart is a Queen's Nurse and a Health Visitor in Dunblane. Here she outlines the benefits of Capacitar for physical healing and wellbeing, and how the techniques can be used to positively enhance both professional and personal lives.

"What is Capacitar?" is the question people often ask me.

A few years ago, I would have asked myself the same question. However, throughout the development programme, and my journey to becoming a Queen's Nurse, I was exposed to the benefits of Capacitar as a 'toolkit for wellbeing'. During that time what I found unique about Capacitar techniques is that they are so simple and easy to use every day, just when you need it the most in a busy stressful working day. I can also practice some of the techniques and other people don't even realise what I am doing, but it makes me feel better and prepared for whatever my day brings.

My role as a nurse and a health visitor can be stressful, and I often feel drained both emotionally and physically when I finish a shift. However, the techniques I have learnt originate from a range of ancient healing skills which can support the individual to heal themselves, boost their mood and embrace their spirituality. Until recently I used these techniques mainly to cope with my day-to-day work life. Then a few months ago, things changed, and I was off work as I had undergone planned hand surgery. It was during my time recovering from this surgery that I truly felt the holistic benefits of embedding Capacitar into my daily life as a way to improve my healing journey.

Following the surgery, I was advised to do physiotherapy exercises and movements which I did as directed but one day when sitting on the sofa at home feeling a little bit sorry for myself, I had an epiphany and Capacitar popped into

my head. I thought to myself, 'let's start to do some of the techniques I have learnt and used when I was at work'. They benefited me in that environment, and I wondered if it would help with my recovery and healing. Capacitar's ethos is about 'healing ourselves and healing our world'. Would this actually help me in this particular situation?

I started with one technique I knew well and previously did each morning and night when I was at work, which is the Salute to the Sun. I could feel the stretch in my whole body including my healing hand and I just felt relaxed and motivated after starting this. Although I was a little bit anxious about doing some of the hand mudras or techniques which focused on hand movements to start with, so I initially stayed with whole body movements.

Next, I attempted Tai Chi energy exercises, the Rocking Movement, the Circle of Light movement along with Pal Dan Gum; these felt like the ideal movements for my hand at that time and they gave me the most energy. I found these helped to focus my mind and helped boost my mood and energy (which was not as I had expected when I first started). I thought that the movement was good for me, but I initially underestimated the mental health benefits. I did worry that I was not doing the whole set of exercises for that technique, but I realised that the most important thing was to get my body and hand moving as this helped to release bad energy and enable healing energy into my mind, soul and body.

The benefits included me feeling enhanced and recharged and, with hindsight, Capacitar has been instrumental in my healing journey and a valuable tool and skill to have in my personal and work life.



Capacitar handbook launch

In September, then Chief Executive and Nurse Director, Clare Cable, and QNIS Professional Nurse Lead (Leadership), Emma Legge, were in Perthshire for a publication launch.

The manual, *Holistic Tools for Health & Social Care Professionals*, is the new Capacitar Handbook of healing practices for practitioners, their teams, and their communities. The launch was also attended by Dr Patricia Cane, founder and director of Capacitar International, who had travelled to Scotland from California, and Nancy Adams, coordinator of Capacitar Scotland.

The manual was published jointly by QNIS and Capacitar International.

Capacitar wellbeing practices have been central to the Queen's Nurse Development programme since the beginning, and we were delighted to have this opportunity to collaborate with Capacitar Scotland to share the range of practices in a handbook with a wider audience.

Annual Gathering and Holiday 2024

Pitlochry, Scotland



A change is as good as a holiday, the saying goes, and there is no doubt that, whether people came for the gathering or chose to stay for a few days' holiday, the move to Fisher's Hotel in Pitlochry from Crieff Hydro was a success.

The feedback on the new venue for the Annual Gathering and Holiday was very positive and encouraging. Someone commented that they had not laughed so much for a long while and many said that they would be happy to return.

This change of venue was a big step for QNIS to take as, for many years, visiting Crieff has been a highlight, with familiar sights, sounds and staff. But we were delighted that the 2024 event saw an increase in the number of retired Queen's Nurses (rQNs) attending, with positive feedback and all reporting that it was a happy and joyful event.

Alison and Carol really appreciated the excellent support of some of the volunteer visitors who helped facilitate this change so positively.

Along with the new venue, people also had the option to stay a variable number of nights. Some chose to arrive the day before and the introduction of an informal ceilidh on the night of the gathering made some great memories!

Those who arrived the day before the gathering were able to relax and enjoy an evening's catch up, getting up on the morning of the gathering to a relaxed breakfast before heading out for a leisurely browse of the shops on the doorstep of the hotel.

The food on the day of the gathering and throughout the holiday was much to everyone's liking, albeit where the menu said fish and chips, 'whale and chips' would have been a more accurate description, given the portion size!

Nevertheless, most of those attending the gathering and holiday commented favourably about their dining room experiences. The evening's entertainment also proved popular, and was great fun, and we feel sure that this will become a regular feature.

Angela MacDonald one of the volunteer visitors from the Highlands, and also the wonderful hostess at Pitlochry, said the whole event was not just good, "it was perfect", and reported that some of the ladies who stayed for the holiday after the gathering were still positively talking about the event a few weeks later.

There was nothing from the feedback from those who attended that discouraged us from returning to Pitlochry for next year's event and booking forms have been sent to the rQNs.



Retired Queen's Nurse local gatherings

Dumfries and Galloway

In February, there was a great gathering of retired Queen's Nurses (rQNs) and their visitors in Gatehouse of Fleet, Dumfries and Galloway. There was lots of chat, catching up with news of ex-colleagues and friends, along with recollections of their days at Castle Terrace: prayers at the beginning of the day, bag checks, boiling syringes, and smuggling in a bottle of Babycham in the Gladstone bag for Christmas Day!



Inverness

There was a fantastic turnout at this year's local gathering of rQNs in Inverness in early October.

Nearly 30 nurses - a combination of rQNs and other community nurses - enjoyed an excellent afternoon with lots of catching up, Gaelic chat and remarkable friendships, going back 90 years in some cases.



Aberdeenshire

Whilst small in number, the rQNs who gathered in early October in Inverurie had a wonderful time catching up and sharing stories of their community nursing careers.

The group enjoyed bowls of soup to warm up, while reminiscing, sharing stories and laughter.

It was lovely for the group to also meet Linda Harper, one of the two new visitors in Aberdeenshire.



Edinburgh

Despite the rain at the Edinburgh gathering the view from the Mount Royal Hotel across Princes Street to the Castle was still amazing.

The group bled happily for a few hours with the chat varied, enlightening and at times very amusing, on themes from shopping, care homes, falls, grandchildren, and the anticipation of a great Annual Gathering back at Pitlochry in 2025.

One rQN remarked to Carol as she left that she hoped that these events would become even more regular as she fed back on how much she had enjoyed the afternoon.



Obituaries

Remembering our colleagues who have passed

Noting the passing of a friend or a colleague from years gone by can be sad but it can also offer an opportunity to fondly remember them and the good times we shared.

Ann Groat

25th April 1931 - 25th January 2024

Annabella McRae made her entrance into the world on 25th April 1931 to Annabella Flett McRae (known as Annie) and Colin McRae. She was born in Rose Neuk House, in the fishing village of Buckie, along with 12 brothers and sisters. Tragically, only three of these 12 siblings survived beyond the age of 12, sadly dying from illnesses which are curable now: TB, Whooping Cough and Scarlet Fever.

Ann had always wanted to be a nurse, and her father encouraged her on this path. When she left school, she was too young to commence nursing training, so she went to work in a hospital run by nuns in Lanark. When Ann arrived at the hospital, her Buckie accent was broad, and the nuns taught her how to speak 'properly'. Ann trained as a nurse and then as a midwife at Raigmore hospital in Inverness, before moving to Edinburgh to train as a district nurse.



Ann worked for the Queen's Nursing Institute Scotland until her retirement, and she was an excellent nurse – caring, practical and empathetic.

Ann met her husband John when Ann's friend Elsie James was taking a photograph of her. As Elsie was setting the picture up, another District Nurse, John Groat (an acquaintance of Elsie's) strolled past, and Elsie invited him into the photograph. Ann liked that John was intelligent and that he played music. Ann and John married on 16th July 1960 and were devoted to one another for 58 years.

John, who passed away on 26th of December 2018, was the last male nurse from the Queen's Nursing Institute Scotland to die, and in 2019 both Ann and John's names were added to the celebration wall at Castle Terrace.

Ann was peaceful and comfortable when she passed away with Ainan, her daughter, by her side.

Margaret Johnstone

24th October 1925 - 18th May 2024



Margaret was the first child of George Hope Johnstone and Elizabeth. There followed three sisters, Jenny, Betty and Sheila, and famous brother Bobby who played football for Selkirk, Hibernian, Manchester City and Scotland.

Margaret attended Philiphaugh and Knowepark schools, and at 14 she went to the local Tweed mill, and became a weaver to earn extra money for her family. Aged 19 she embarked on a nursing career, seeing it as an extension of her Christian life and as part of her response to God's call for her. She had permission to leave home and train as a nurse, first at Bangour Hospital, then at East Fortune Hospital where she

headed up the nursing team caring for TB patients.

Margaret moved to community nursing, joining the Queen's Nursing Institute Scotland. One of her favourite stories is about the day she was called to a birth just after she passed her driving test. She tried to creep out to catch the bus, but her supervisor called her back to take the car: "You have passed your test now. It's Sunday, the roads will be quiet." Margaret was much more worried about driving than delivering a baby.

Margaret was an active member of the Nurses' Christian Fellowship of Scotland and the International Fellowship of Christian Nurses. Through her nursing, Margaret visited many countries, including the Soviet Union.

In time Margaret moved to Livingston and specialised in psycho-geriatric care. In Livingston she also trained as a Methodist Local Preacher, being accredited in 1985, and made pastoral visits to other Queen's Nurses.

In her 80s Margaret got her first computer, and it enabled her to keep in better touch with friends and family. During Covid she worshiped online with Selkirk Parish Church and join Zoom meetings, not fazed by the technology, nor slow to ask for help when it failed.

In 2015, she sold her home in Livingston and moved to be near her sister and help with her care.

In the words of friend Hilary, "Margaret's faith in Jesus informed her whole life, reflected in her gentle, loving, compassionate nature, never raising her voice in anger but always supportive and kind."

Mary Kelly (nee MacLean)

13th February 1929 - 27th June 2023

Mary was born on the Isle of Skye in 1929. She trained in General Nursing, Midwifery and Queen's Nursing in Glasgow.

For some years before marrying Alfred her husband, Mary was the Queen's Nurse in Croy. As was the policy at this time in the Highland region, Mary was required to resign her post after having her son Ewan.

Mary later held the post of Night Staff Nurse at the Hilton Hospital and then in a care home in Inverness.

Mary spent the last few years of her life in Ballfeary Care Home in Inverness. Angela, one of our volunteer visitors, recalls that on her last visit with Mary when she was using her Zimmer, she spotted a resident standing alone totally lost in the sitting room of the care home and Mary on approaching her said, "you can come with me my dear and we will soon sort you out". Taking her hand and with her other on her Zimmer they trotted off together.

Angela's thoughts at the time were "dear Mary, a Queen's Nurse's caring heart to the end."

Mary died peacefully in June 2023 in the presence of her devoted son Ewan and those who cared for her.

Dolly Anne Macarthur

22nd January 1940 - 27th January 2023

Dolly Anne was born and brought up in the village of Carlaway on the Isle of Lewis.

She started her general nurse training, followed by midwifery training at the Northern Infirmary in Inverness in 1957. She then went to Castle Terrace in Edinburgh to commence her Queen's Nurse training, after which she returned to Lewis to work in the district of Shader, Barvas.

She married John Macarthur from Shawbost where they settled, only a few miles from Carlaway. They had seven children; five boys and two girls. In 1986, Dolly Anne returned to work having been head-hunted by the Chief Area Nursing Officer. Following her return to practice, she got a job in her native district of Carlaway on Lewis. This district covered six villages with a population of between 2000-3000 people. At that time the district nurse was very much a lone worker until carers were introduced. Dolly Anne's daughter Chrissie, who is also a nurse, recalls how her mother was kept busy visiting many patients each day as well as on call each evening, but she took it all in her stride. She worked in that area until she retired in 2001.



After her retirement she worked at Crossroads, an organisation that relieves family carers to enable them to have time off. Her skills and expertise as a trained nurse were greatly appreciated in that role. Dolly Anne was always of a happy and cheerful disposition and would always go the extra mile to ensure that her patients' best interests were being met. She is remembered with great fondness and affection.

Margaret Mackay

1934 – 2023

Born in Argyll, Margaret began her working life as a midwife in Glasgow. She moved to Lewis to become a district nurse in the 1950s, where she made her home. She left her career when she married in 1958, and they set up home in Dalbeg. Turning their hands to weaving, they later started a dairy, which eventually expanded to deliver milk from Ness to Bernera. Her nursing skills were still put to good use when the vet was unavailable, she would be called out at all hours to assist with sick animals.

Sadly, husband Murdo died only a few months after the birth of their second child.

She married Angus Mackay in 1979 and he settled with her in Dalbeg, where they spent happy years until his passing.

Margaret's involvement in the local community extended to working with the Women's Guild, the Girl Guides, and the Council Social Work Committee. She started a Christmas dinner for older people in Shawbost and started a Meals on Wheels service. She drove the minibus for the Sunshine Club

and was affronted when the time came that she was asked to join their ranks.

She was a keen traveller, going to Israel, Europe, the U.S and Canada, forging friendships with those she met, many of whom remained in touch even when she could no longer travel. Romania, however, always held a special place for her after taking a bus-load of aid there in the late 80s and thereafter making multiple trips a year.

Her charitable work and community contributions led to her attending three Queen's Garden Parties, and she was delighted to be seated beside the Queen at dinner on her last visit to the island. She was also honoured with an award from the Rotary Club that had hitherto been reserved only for men.

Margaret was fearless, she was joyous, she was kind.

Chrissie Macritchie (from Uig News)

Chrissie had wanted to be a nurse from her school-days and started General Nurse training in Glasgow. This was followed by a year working in Kilmarnock, and then Foresthill, in Aberdeen, to train as a midwife. Chrissie wanted to become a District Nurse - or Queen's Nurse as it was then known - and trained for four months in Edinburgh before being seconded for a year to Balingry, Fife. It was an extremely busy year - a post-war baby boom meant her services were very much in demand!

Chrissie returned to Lewis in 1957 and worked in Back for the next four years. It was there she met her future husband Donald Peter (Dan), who she married in 1961. While being both a wife and district nurse was prohibited in the 1960s, Chrissie was allowed, and very much relied on, to do holiday relief covering the entire island. In 1968, a nursing position became vacant in Miavaig, and Chrissie was appointed.

At this time, the district nurse was required to always be accessible, live in the nurse's 'cottage' and would only get half a day a week off duty. Often accompanying complicated deliveries in the ambulance for the two hours it took, back then, by road to Stornoway, delivering babies into the world was to be Chrissie's privilege.

After 25 years in Uig, Chrissie retired in 1992.

Edith Margaret Esplin Moseley

9th March 1937 - 1st July 2024

Edith was brought up in Cathcart, Glasgow. She commenced her training at The Victoria Infirmary in Glasgow, and followed this with Midwifery in Aberdeen Royal Infirmary. Edith joined the Queen's Nursing Institute Scotland in 1962 and started district nursing in Glasgow, later becoming district nurse in Cardross, Dunbartonshire.



She met her future husband John in Glasgow and married on 31st March 1966 in Cardross Parish Church. After their children grew up, she started part-time work for a medical company, later moving into private nursing and in her later years Edith became a carer for an agency.

Edith had a unique touch for making friends throughout her life and was still in touch with two nurses she trained with, one in Australia and one in Scotland.

Edith passed away in Mearns View Care Home, Newton Mearns on 1st July 2024. She is survived by her husband John, daughter Pamela, sons Richard and Philip, and grandsons Andrew and Stuart.

Annette Patience (nee Bremner)

18th April 1939 - 25th July 2023

Annette was born in April 1939 and at the age of seven she and her siblings lost their mother. Her father had to work so two of the children were rehomed with relatives whilst Annette and two of her sisters were placed in the Inverness Orphanage where they stayed for eight years.



Annette did her nurse training at Inverness Royal Infirmary, later working as a Staff Nurse in Lancaster and Edinburgh and completed her midwifery training before doing her Queen's Nurse training at Castle Terrace in 1969.

She then became a Double Duty Nurse in Fife and Avoch on the Black Isle, and it was here she met and married her husband Eckie, in 1975. Annette, as had to be done then, resigned her post to raise their two sons, Alastair and Sinclair. Sadly, she was

widowed in 1992.

Annette was a nurse of many talents, knitting, writing, baking, gardening. Annette was an eco warrior by conviction and practice long before the term was born. She grew her own fruit, vegetables, and flowers, and supported the local charity shops to reduce waste.

Pain, however, was Annette's constant companion, and this combined with a long-term chronic chest condition meant that her physical abilities were frequently limited. However, she used her time to write letters, send cards of comfort, support, and encouragement to friends far and wide for weddings, birthdays, and new babies. Annette knitted constantly for a Romanian orphanage through Blythswood Care and no self-respecting Black Isle baby didn't sport a jacket knitted by "Nettie".

Annette enjoyed meeting people and supported nursing events, reunions and QNIS gatherings and holidays at Crieff and abroad when her health allowed, and she was also a gracious hostess in her own home.

On 25th July 2023 Annette died peacefully in her Christian faith surrounded by her loving family.

Barbara Joan Winton

22nd December 1928 - 30th December 2023

Barbara was born on 22nd December 1928 in Stoke on Trent. She had two older brothers and a large extended family, her mother being one of 11 children. Her father was a secretary of the YMCA which led to many moves and different homes for the family.



On finishing school Barbara decided on a nursing career and was accepted to train at Westminster Hospital in London but, being too young to start, she worked as an auxiliary nurse at a nursing home in Sussex for a year. She started her training in 1947, making friends who would remain friends for life. Barbara recalled this time when rules were strict - only flowers and drinking water on the top of lockers, cutlery having to be laid out and counted, and cubicle rails being inspected for dust. Food was still subject to rationing, and you collected your rations on the way to the dining hall. After completing training in 1953 she returned to Portsmouth to work in a Royal Navy Maternity Home.

Barbara returned to Scotland to work at The Vert Maternity Hospital in Haddington before deciding to train as a Queen's District Nurse in Edinburgh. She told stories of delivering a baby in an old Edinburgh tenement flat that had little furniture and newspapers on the floor, of a baby being placed to sleep in a drawer and of a little boy who innocently put toy cars in beside her sterile swabs. She subsequently worked a further two years as a Queen's district nurse and midwife in Newton Mearns. Little did she know that on her first call in her first district she would meet the man that she would marry two and a half years later, George Winton, the nephew of a patient she visited. Barbara and George married at Liberton Kirk, Edinburgh in August 1960 but, tragically, in 1965, when their children were 3 years old and 4 months old respectively, George died suddenly. After such a short time together, Barbara found herself widowed with two young children to bring up alone.

Over the decades she was a devoted mother, grandmother and, latterly, great grandmother, as well as friend to many. She cared for others all her life, being fit and active for over 90 years.

We have received notification of the following Queen's Nurses who passed in 2024 and before. At time of publication we have been unable to gather any further information. Please join us in remembering:

Margaret Buchan - 31st July 1932 - 2nd September 2024
Sylvia Henderson - 30th April 1938 - 2024
Margaret (Peggy) MacBeth - 12th October 2024
Vicky MacLeod
Elsie MacPherson - 23rd February 1932 - 16th December 2023
Annie Miller - 4th September 1930 - 23rd September 2024
Christina Rankin - 2nd July 1937 - 14th March 2024
Heather Ross-Breuer - 21st July 1934 - 2024
Isobel Simpson - 27th August 1924 - 1st March 2024
Margaret Thomson - 8th October 1924 - February 2024
Ann Winship - 14th January 1937 - 2024



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