



# Florence Nightingale Foundation Alumni Association Magazine

Issue 3 Spring/Summer 2016



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# Welcome



I never cease to be amazed at the evidence we have and continue to collect, on the high quality of care being delivered by the Florence Nightingale Foundation Scholars and Alumni Association, covering a wide spectrum of specialties in Practice, Education, Leadership and Research.



The Alumni provides members with the opportunity for discussion and sharing their experiences, all dedicated to the delivery of high quality, cost effective and safe care, providing the opportunity of spreading evidence based practice in many specialties.

In terms of Leadership it was a true pleasure to see the work of The Foundation recognised by the National Press in the Guardian, that the Scholars who had followed a bespoke programme matching their agreed specialist interests assisted by personal mentors working towards their set goals had been recognised. This in turn is encouraging for the Trustees of the Foundation to be assured that the money raised to fund such scholarships is yielding such good results and in turn positively effecting the care delivered to patients.

As the Foundation continues to work towards improving all the aspects of Education and Practice of Nursing in not solely Scholarships but also Conferences, representing the Foundation and its Aims and Objectives wherever possible not only in the UK, but Internationally, we are provided with a rich awareness of how much we as a Profession can continue to learn from one another whatever the nationality.

Please enjoy reading this edition of the magazine.

## **Baroness Emerton DBE DL**

*Florence Nightingale Foundation President*

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# Florence Nightingale Foundation News



## FNF Chief Executive Receives Honorary Doctorate



In September 2015, Prof Elizabeth Robb OBE, was presented with an honorary doctorate from Plymouth University in recognition of her services to nursing and midwifery. The day was extra special as Elizabeth was joined by three FNF alumni: Prof Trish Livsey, Dean of Plymouth University, Sue Stock, Head of Midwifery at Plymouth Hospitals NHS Trust and Roisin McKeon-Carter, Clinical Director at Plymouth Hospitals NHS Trust.

## Abigail Masterson Welcomed as FNF Deputy Chief Executive



We were delighted to have welcomed Abigail Masterson as our new Deputy Chief Executive towards the end of 2015. Abi qualified as a nurse in Edinburgh in 1986 and has held clinical, education and research posts. She has been working as an independent consultant since 1998. On the subject of her new post, Abi said "I have long admired the work of the Foundation and feel extremely privileged to be joining the team".

## FNF Continues To Advance Diversity In Leadership Development



Of our most recent cohort of Leadership scholarships, 17% of those granted were applicants from BME backgrounds. This includes those sponsored by the CNO for England which is new for 2015/16 and we are hugely grateful for the support. This proportion is double that of the UK employed demographic and we are delighted to be able to positively impact the growth of diversity in clinical leadership development.

## New FNF Chair Appointments



The Florence Nightingale Foundation Chairs in Clinical Practice Research have grown in size since the last issue. Professor Vivien Coates came into post on the 1st March 2016 at Ulster University & Western Health and Social Care Trust. Professor Bridget Johnston will start her post at the University of Glasgow & NHS Greater Glasgow and Clyde on the 1st May 2016. Read updates from the Chairs on the blog: [www.fnightingalenotes.wordpress.com](http://www.fnightingalenotes.wordpress.com)

## Completion of FNF Triennial Evaluation of Scholarships

An evaluation of the scholarships we award is completed every three years. The FNF Research & Travel scholarships from 2012/13-2014/15 were evaluated by Professor Candy McCabe and Angela Tod; it was demonstrated that awards are highly valued and offer significant personal, professional and clinical benefits. The Leadership scholarships were externally evaluated by Dr Richard Giordano of the University of Southampton; Leadership Scholarships continue to offer a bespoke and unique programmes of development to healthcare professionals. Executive summaries of the evaluations can be found on the website and full reports are available upon request.

■ *Scholarship applications 2016/17 are open - visit our website for more information* ■

## The Florence Nightingale Foundation Leading Compassion in Practice Programme Available for Commissioning

Leading Compassion in Practice programmes are still being successfully delivered by the Florence Nightingale Foundation for frontline clinical leaders. More than 400 nurses and midwives have now completed the programme. With compassion at the centre, the programmes focus on experiential learning and are highly interactive. Participants are given a range of practical tools and techniques to enhance their leadership skills and effectiveness.

World class facilitators with nursing and midwifery backgrounds enable participants to re-engage with their professional values presence, influence and impact as leaders.

Leading Compassionate Care in Practice benefits experienced clinical leaders and those newly in post. The programme requires limited time out from clinical practice and is highly cost effective.



The programme draws on the collective wisdom, insights and experiences of the participants and promotes cross-

organisational learning. Clinical leaders from a wide range of services and settings that have already completed Leading Compassion in Practice said this about the programme:

- has had a significant impact on them, their teams and their practice;
- offers practical skills they can use at work to effect change; and
- strengthens their personal resilience and expands their professional networks.

For more information please email [compassion@florence-nightingale-foundation.org.uk](mailto:compassion@florence-nightingale-foundation.org.uk)

# The 6th Florence Nightingale Foundation Annual Conference and Charity Gala Dinner



**Thursday 17th and Friday 18th March 2016 saw the Sixth Annual Florence Nightingale Foundation Conference take place at the QEII Conference Centre in London. The theme this year was 'Branching Out From Solid Roots'.**

The packed two day programme was opened by Charleen Tachibana, Senior Vice President, Hospital Administrator & Chief Nursing Officer at Virginia Mason and Matthew Hopkins, Chief Executive, Barking, Havering & Redbridge University Hospitals NHS Trust who delivered a joint plenary. Sir Sam Everington, GP & Chair at NHS Tower Hamlets Clinical Commissioning Group closed the morning session by outlining what his community based care model looks like. Day two saw Jos De Blok, Founder, Director, and CEO of Buurtzorg, Netherlands take to the stage and outline the success and impact of Buurtzorg's nurse led community health teams in the Netherlands. John Edwards, Student Nurse, and Lauren Dowd, who recently qualified as a nurse, were the final speakers, with poise they closed the conference by telling the audience why they became nurses.



Clockwise from Left: Sir Sam Everington, Dr Elaine Maxwell, John Edwards and Lauren Dowd

The social media campaign leading up to and during the conference was an incredible success. Before the conference we organised twitter chats and video blogs, providing delegates with the opportunity to engage with the conference and its content before it began. During the conference itself, our hashtag, #FNF16 was trending in the UK on day two and made 5.5 million impressions across the two days.

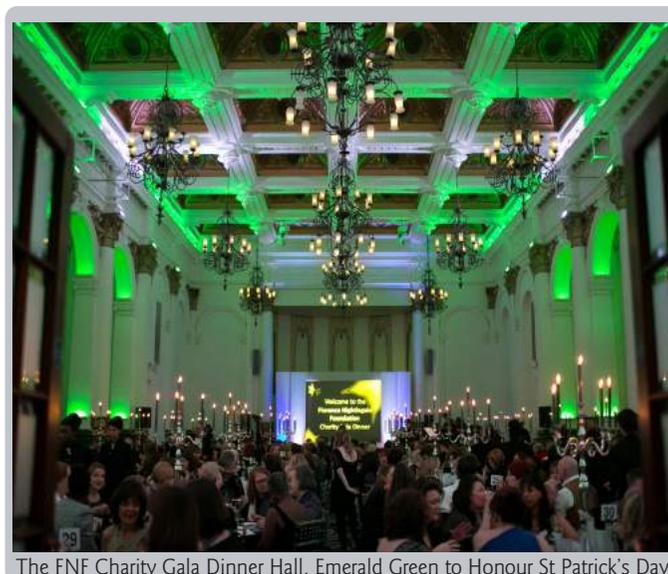
*A truly exceptional event*

*Useful and inspiring*

A huge range of masterclasses were on offer for delegates, covering all areas of practice as well as providing the opportunity to explore other vital skills outside of practice. Sheelagh McNamara for example, from RADA, delivered an excellent session on 'Finding Your Voice', providing delegates with tools to aid physical and vocal presence as instruments to make more impact. Delegates maximised the opportunity to network and learn alongside one another, the atmosphere was electric throughout.

*Feeling compelled to learn more, do more and become more so I can one day inspire others too #StudentNurse #FNF16*

**On the evening of the 17th March, the Foundation hosted its Charity Gala Dinner at 8 Northumberland Avenue, in Trafalgar Square, London. Guests were welcomed by a champagne reception, followed by a three course meal, an exciting raffle and lots of dancing! It was an excellent evening enjoyed by all.**



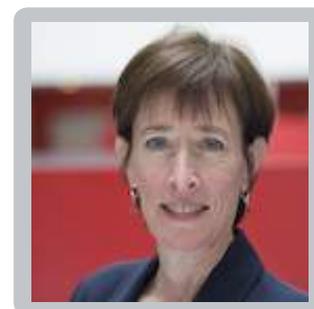
The FNF Charity Gala Dinner Hall, Emerald Green to Honour St Patrick's Day

# FNF Chair in Clinical Nursing Practice Research

Professor Christi Deaton



**Professor Christi Deaton has been a Florence Nightingale Foundation Professor of Clinical Nursing Research at the University of Cambridge School of Clinical Medicine and Institute of Public Health since November 2013. The Florence Nightingale Chairs are a joint clinical academic role designed to improve patient care and outcomes through research activity and developing research capacity and capability in others.**



## **How would you describe and explain your current role and its aims?**

First of all, I would describe my role as exciting and challenging! The Florence Nightingale Foundation Chairs have joint posts between a University and a Hospital Trust, and also the responsibility to represent the Foundation. My post is at the University of Cambridge School of Clinical Medicine and Cambridge University Hospitals NHS Foundation Trust (CUHFT). This is a very stimulating environment, rich in biomedical research, and the challenge is to develop research capacity and capability among nurses, midwives and allied health professionals (AHPs).

My aims are to build the Clinical Nursing Research Group in the Department of Public Health and Primary Care, and to develop research capacity and capability among staff at CUHFT.

## **What impact has the role had on your personal and professional development?**

Coming to a new place means stepping outside of your comfort zone. Although the Department of Public Health and Primary Care is multi-disciplinary and collaborative, there is not a School of Nursing here, and I am the first Professor of Nursing at the University. I need to focus on developing my programme of research at Cambridge, and facilitating an environment at the University and Trust where aspiring nurse, midwife and AHP researchers can learn and grow. I need to be both strategic and pragmatic, but am very excited about the opportunities here.

## **In what way is your role best affecting nursing and healthcare?**

I hope that the role is inspiring nurses, midwives and AHPs to become 'research active' and for some to become independent investigators. I work very closely with the Chief Nurse at CUHFT, Ann-Marie Ingle, in developing a research strategy and emphasising the importance of questioning practice and using evidence to ensure that we are providing patients with the best care possible. Crucially, we have been able to obtain funding from the Addenbrooke's Charitable Trust and the Cambridge Biomedical Research Centre to fund internal fellowships for staff to take time out from practice to develop competitive applications for national doctoral fellowships. In my own research I hope to make a difference in how we manage patients with heart failure, and increase evidence for exercise training as a therapy for most patients with long-term conditions. That means that we also need to determine the best ways to deliver exercise training and exercise-based rehabilitation, and support patients to maintain physical activity.

## **What are you most looking forward to in your role in the future?**

Seeing Cambridge University Hospitals NHS Trust become a leader in supporting clinical academic careers for nurses, midwives and AHPs! I also look forward to supporting the next generation of nursing leaders and nurse researchers as they build their careers, and hopefully find it easier to have clinical academic careers.

# A Compassionate Workforce

## Leadership Scholar Julie Tunney Talks About Her Patient Care Project



**Julie Tunney is Deputy Chief Nurse at the Heart of England NHS Foundation Trust (HEFT). As a part of her Florence Nightingale Foundation leadership Scholarship, Julie led on a year long, Kate Granger Award nominated patient care project, that focused on enabling a compassionate workforce.**

The group involved at the Heart of England Foundation Trust (HEFT) began by agreeing on the ingredients that made up compassion, once they had determined these they used them to create deliverable work streams- one of which was Compassion Cards. These are cards that are awarded to nurses who are nominated by colleagues or the public, for displaying particular kindness and empathy, and routinely going the extra mile for their patients.

The compassion cards were were piloted at the Wirral University Teaching Hospital NHS Foundation Trust. Plans were initiated to launch the Compassion Cards in two pilot ward areas at HEFT. An example of compassion compelling action amongst the workforce at HEFT was displayed by a ward sister who had a patient, receiving end of life care that had been awarded an MBE. This nurse went out of her way to arrange for this patient to receive her honour on the ward. HEFT believed compassion and acts such as this must be recognised, and subsequently launched Compassion Cards in all three of their hospitals on International Nurses Day.

It was vital to be able to measure the tangible benefits to patients that the Compassion Card Awards would bring. A 'Compassionate' website is currently being built within the trust to record awards given and to act as an instrument to embed compassion into every day practice across the workforce.



The HEFT staff proudly showcasing their newly implemented Compassion Cards

**“I was able to role model myself against some great leaders in nursing” - Julie Tunney**

This project was supported by the Chief Nurse and the Executive Team at Julie’s Trust. The Florence Nightingale Leadership Scholarship provided a lever through the mandated patient care improvement project to carry out this work. One element of the scholarship programme in particular, a course in leading change and organisational renewal (LCOR), enabled Julie to successfully structure the project with the help of fellow scholars. In addition, expert tutors provided help and guidance in how to put the framework into practice, which was executed successfully as demonstrated by the project being nominated for a Kate Granger Award, the aim of which is to recognise individuals, teams and organisations working within the NHS who have made a difference to patient care.



‘Compassion is being kind, going the extra mile, treating people how you would like to be treated yourself’

Leadership scholarships commence with an in depth assessment of scholars leadership qualities and attributes, this heightened awareness helped Julie to gain support and momentum for this trust wide project with a qualitative focus. As we so often hear, the growth in self confidence that followed being awarded and embarking upon her leadership scholarship helped Julie overcome the barriers that arose. Networking and sharing experiences with fellow scholars was also instrumental in working through difficulties and ensuring results.

This project, its implementation across Julie’s Trust and its impact on the provision and recognition of compassionate care, is an excellent example of what can come from a Florence Nightingale Foundation Scholarship. We are, and hope that Julie remains, extremely proud of her contribution to improving patient care.



# Finding our Voice in Policy and Practice

## Edinburgh - October 2015

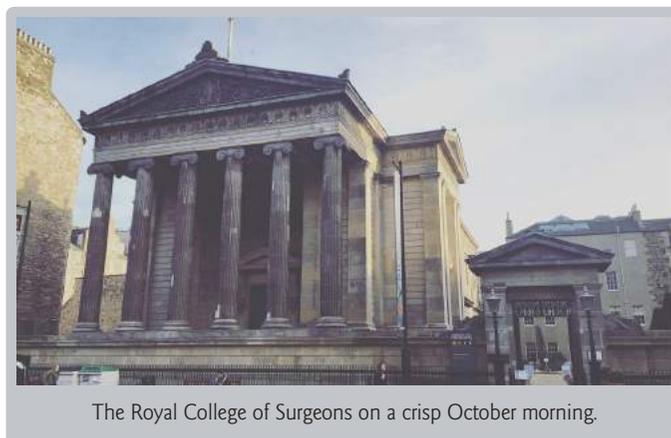


**The Florence Nightingale Foundation Alumni Association hosted its first ever conference in Scotland. The elegant Royal College of Surgeons played backdrop to a host of speakers and exhibitors, who showcased the innovative and inspirational work of some of our past Scholars and other leading figures in healthcare.**

We were delighted to have Professor Fiona McQueen (Chief Nursing Officer, Scotland) opening the day.

Professor Brian Webster, the Dean of Learning & Teaching at Edinburgh University, spoke about the public image of nursing- emphasising the importance of understanding the value of higher education in health education, and the links and implications this has for policy makers and agendas.

Continuing the theme of policy makers, Dr. Aisha Holloway presented work on alcohol related harm in Scotland, and the resulting discussions that took place in Parliament.



The Royal College of Surgeons on a crisp October morning.

Denise Chaffer dynamically explored the key concepts of what makes an effective top team leader. Following this, Maggie Davies examined the influence of Directors of Nursing on Quality of Care. A critical importance was placed on the role of kindness.

Penultimately, Dr. Bob Brown and Professor Debbie Carrick-Sen gave a talk on Clinical Leadership Research and Practice; and the effect of research on patient outcomes, the importance of evidence, and the building of front-line leadership. Dr. Margaret McGuire rounded off the day with points regarding the essential nature of networking in leading and policy.

Elizabeth Robb, finished a fantastic day with some concluding remarks, and importantly presented Pauline Milne with her award for winning the poster competition. Congratulations Pauline! Here's what Pauline had to say about the day:

*"The alumni conference in Edinburgh was a fantastic opportunity to hear about new nursing research and policy work from colleagues across the UK. It was also great opportunity to network and make new connections. Overall it was an excellent and inspiring day.."*

*I was delighted to have been selected as the winner. The poster was an overview of my PhD research which examined how political devolution in the UK has impacted upon nursing workforce policy and planning."*

If you would like to find out more about this project then Pauline is happy to be contacted via email on: [paulinemilne@nhs.net](mailto:paulinemilne@nhs.net)



Left: Professor Fiona McQueen, CNO Scotland  
Right: Dr Bob Brown, FNF Research Scholar

Professor Margaret Smith OBE, highlighted the fundamentals of strategic leadership, and her urge for a movement from 'good to great' was well received by the audience.

Following the leadership theme, Caroline Alexander spoke on 'Creating a Culture of Compassionate Leadership'. Caroline, amongst other points, rightly raised the issue of diversity in care.

# Exploring the concept of ‘Moral Distress’ amongst nurses in the UK

Scholar Georgina Morley Outlines Her Travel Study



**Georgina is a doctoral researcher in Biomedical Ethics at the University of Birmingham, and a registered nurse working in Cardiac Intensive Care. Georgina completed a Florence Nightingale Foundation Travel Scholarship in 2015, in her study she explored the concept of ‘moral distress’ amongst nurses in the UK. We wanted to hear more about Georgina’s study and the possible implications of her research.**

## What is Moral Distress?

‘Moral Distress’ was originally defined by an American philosopher, Andrew Jameton as arising “when one knows the right thing to do, but institutional constraints make it nearly impossible to pursue the right course of action.” However this definition has been adapted and challenged in recent years as we begin to learn more about the nature of moral distress. For example, Epstein & Hamric (2009) stated that moral distress can occur due to external constraints, which can be institutional in nature, and also due to internal constraints, such as a perception of powerlessness.

## How have you been able to use this research?

Following my trip to the US, I have been able to publish two journal articles in the British Journal of Nursing which introduce the concept of moral distress to a broad UK nursing audience. I also continue to work clinically at Barts Health NHS Trust and I am a member of the Barts Health Research Group. I have been able to share my research in a formal way within this research group and less formally with my colleagues at work. I think it is important that nurses start to understand the concept of moral distress and its potential effects so that we can begin to move forward and think about ways to address moral distress.

## Why was it important for you to ‘fill the gap’ on Moral Distress research in the UK?

The FNF travel scholarship enabled me to travel to the United States, where much of the empirical research is being carried out exploring moral distress, and meet with influential nurse ethicists. I was able to learn more about not only how they are studying the effects of moral distress, but also what they are doing to try and reduce its effects. Undoubtedly, my travel scholarship then helped me to gain a Society and Ethics Fellowship from the Wellcome Trust to carry out a PhD to further explore the effects of moral distress for nurses in the United Kingdom. I am now undertaking the first year of my PhD at the University of Birmingham and as part of my studies I hope to construct a definition of moral distress that is sensitive to the UK context.

## What could the longer term implications be?

In the longer term I hope to gain an understanding of the way in which moral distress affects nurses in the UK. The connections that I made and the experiences that I had in the US, thanks to the Florence Nightingale Foundation, have enabled me to have a much deeper understanding of the potential problems moral distress can cause.

By searching our Scholars Report Database on our website, you can read all abstracts of Florence Nightingale Foundation Scholars’ Reports from 2003 to the present year, including Georgina’s. Copies of the full reports are available at a charge of £3.50 to cover postage, please call the office for further information.

# Spotlight: Travel Scholars

We Hear From Two of Our Travel Scholars On Their Travels  
And How They Are Seeking to Improve Patient Care



## Alison McLoughlin: The Power of Nursing in Stroke Care Internationally

Alison McLoughlin is an Academic Research Nurse at Lancashire Teaching Hospitals NHS Foundation Trust, and was awarded a travel scholarship in 2013. Alison's aspiration is to be a vocal champion and ambassador for stroke care excellence from bedside to board-room, she used her scholarship to gather evidence and research to that end.

Alison's Travel scholarship took her to the USA to observe advanced practice in stroke care, she did so using an ethnographic approach which took her two three distinct areas of the country. Towards the end of her trip, Alison then visited the International Stroke Conference in Nashville.

In the UK stroke is the third largest cause of death and the leading cause of disability. It is well known that acute stroke unit care reduces mortality, morbidity and dependency and is likely that like in many areas of healthcare, advanced practice is an important factor in recovery and informing outcomes.

At all levels there is considerable variation when it comes to understanding what constitutes advanced practice, this is visible locally, nationally and internationally in role titles, educational preparation, purpose of role, and care settings.

Alison's study discusses and compares the advanced nursing role in assessment and treatment of acute stroke in the UK. In the US, she was hosted by nurses that are programme leaders within stroke care, and assume responsibility for measuring quality as well as driving it forward. Alison is an avid supporter of the use of advanced practice nursing in stroke care and the need for further research and her travels highlighted the need for international collaboration to ensure less variation in care provision, which will ultimately lead to better outcomes for patients and organisations.

Since completion, Alison's scholarship has facilitated collaboration between countries and nurse led academic institutions, opening a pathway for future developments in international research into assessment and treatment of acute stroke care.

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## Dr Karen Ousey: Wound Care in Australia

Karen Ousey is Director of the Institute for Skin Integrity and Infection Prevention and a Reader in Advancing Clinical Practice at The University of Huddersfield. She was awarded a travel scholarship in 2013,

Karen used her scholarship to visit several Australian cities including Melbourne, Brisbane, Perth and Alice Springs. The aim of her travels was to explore and discuss the quality of life management and improvement for patients who live with a wound. More specifically Karen sought to discuss the development of a quality of life tool for individuals who live with a wound. Australia provided the opportunity to be able to accurately compare differences in care delivery between rural and remote areas as well as being home to internationally renowned wound care key opinion leaders including Prof Helen Edwards and Prof Fiona Coyer, both at Queensland University and Prof Keryln Carville from Silver Chain and Curtin University.

What surprised Karen the most was the extent of burns seen in Western Australia caused by fire and the debilitating effect that such wounds have on patient and their families' lives. It is common for patients to still be being reviewed in clinic up to 18 months following the initial accident, preventing some from returning to work. The financial and social implications of this are vast.

As a consequence of her study tour, Karen has developed excellent collaborations with academic colleagues involved in wound care in Australia. They are now publishing and working together. Karen now has two visiting Associate Clinical Professor roles (Australian Catholic University and Queensland University of Technology) which evidences the importance of an international approach to wound care research to enhance patient outcomes globally.

During her study, Karen developed her understanding of managing and improving Quality of Life (QoL) and wellbeing. She believes that ensuring staff, patients and family members are involved in care planning activities from assessment to evaluation is essential. One of Karen's key observations is that managing QoL outcomes for patients with a chronic wound is well established both in Australia and the UK; yet this not prioritised in patients who have an acute wound or a non-infected wound.

Karen has integrated her findings into teaching on the Tissue Viability and Leg Ulcer Masters modules at the University of Huddersfield and to pre-registration students. There has also been a working group established to explore the issue and Karen hopes to continue working collaboratively with international colleagues to improve wound care in the UK.



## Alumni Association Membership

The Florence Nightingale Foundation Alumni Association aims to encourage the continued involvement of scholars once they have completed their scholarship. The association allows members to continue to be connected with excellence as they progress through their careers, remain engaged with the foundation and fellow scholars, building on their work and being part of a wider learning community.

The Alumni Association acts both virtually with online forums, blogs and seminars, and face to face, hosting annual gatherings throughout the UK; all of which continue to encourage the development and networking of scholars upon completion of their scholarship.

If you have benefited from a scholarship and would like to join the Alumni Association please email:

[alumni@florence-nightingale-foundation.org.uk](mailto:alumni@florence-nightingale-foundation.org.uk)

We would love to hear your thoughts on this issue of our Alumni Magazine and would welcome any ideas you have for future articles and features.

Contributions to the magazine from alumni are always welcome, so if you would like to get involved, please contact us on our email address above.



## Donations, legacies or sponsorships

Donations, legacies and sponsorships make a great difference to the achievements of the foundation's aims and objectives. As a charity we rely on raising funds to complete our work.

### Sponsorships

We always welcome new sponsors and partnerships. If you would like to offer funding to support our scholarships or become a funding partner, please contact us using the details below.

### Donations and legacies

If you feel able to assist with the valuable work of the foundation, details of how to donate can be found on our website at [www.florence-nightingale-foundation.org.uk](http://www.florence-nightingale-foundation.org.uk) or you can donate to the foundation by:

- Cheque - please post to our office and make payable to "The Florence Nightingale Foundation" and also enclose your name and address.
- PayPal - if you would like to pay via PayPal please visit [www.fnfalumni.org](http://www.fnfalumni.org) where you can donate online via the donations page.
- Donation and Gift Aid envelopes - are available on request

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