

A celebration of 70 influential nurses
and midwives from 1948 to 2018

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NursingStandard

70
YEARS
OF THE NHS
1948 - 2018



Seventy of the most influential nurses and midwives: 1948-2018

Inspirational nurses and midwives who helped to shape the NHS



Jane Cummings
chief nursing officer
for England

Jane Cummings reflects on the lives of 70 remarkable figures whose contributions to nursing and midwifery are summarised in the following profiles, and on the inspiration they provide as the profession meets today's challenges

As a nurse, when I visit front-line services and meet with staff and colleagues across the country I regularly reflect on a powerful quote from the American author and management expert Ken Blanchard: 'The key to successful leadership today is influence, not authority.'

I am a firm believer that everyone in our profession, whatever their role, wherever they work, has the ability to influence and be influenced by the people they care for and work with.

Nursing and midwifery has a rich, diverse history. We continue to grow and adapt as a result of people who do amazing things across a whole spectrum of activities.

Individuals and teams leading and shaping education, research, innovation, clinical practice and many other important areas highlight the influence of nursing, midwifery and care staff across the health and care system.

Our huge impact on people's lives

As the NHS turns 70 it is important that we reflect on the past 70 years, recognising and celebrating all that we have achieved, individually and collectively, and the huge impact we have had and will continue to have on people's lives.

As chief nursing officer for England, I am delighted to have contributed to this publication on behalf of the CNOs in Northern Ireland, Scotland and Wales, identifying some of the most influential nurses and midwives who have made a significant impact across the UK and beyond.

I would like to give special thanks to the RCNi and Nursing Standard, who we have worked in partnership with to produce this important reflection of our history over the past 70 years, and to its sponsor Impelsys.

Tireless work to shape a profession

Here you will find profiles of 70 extraordinary nursing and midwifery leaders. Many of them have helped shape our NHS.

While it's not possible to capture every significant event and list every notable individual, I hope their stories help encapsulate the huge contribution of nursing and midwifery across the seven decades of the NHS.

I would like to thank CNO for Wales Jean White, CNO for Northern Ireland Charlotte McArdle and CNO for Scotland Fiona McQueen, who together with myself and others nominated outstanding nurses and midwives from across the UK – many more than could eventually be included in the final list of 70.

As we celebrate 70 years of the NHS, it is important to take this opportunity to pay tribute to some of the inspirational and groundbreaking leaders who have worked tirelessly to shape nursing and midwifery over many years.

Why nurses are respected and appreciated

Florence Nightingale, considered to be the founder of modern nursing, turned it into a strong profession, raising standards by incorporating education and responsibilities into the job. Thanks to her, nurses were no longer looked down on but became respected and appreciated.

Edith Cavell's pioneering work helped to develop one of the first nursing journals, *L'infirmiere*, which documented strong nursing practice and basic standards.

And then there is Mary Seacole, an iconic figure who made significant contributions to nursing. Her hands-on approach continues to be recognised today.

Core values that never change

There are so many more leaders and iconic figures who could be mentioned, but a striking similarity between nurses and midwives of the past and those today is in the values they adopt.

I am pleased to be able to say that the 6Cs – care, compassion, competence, communication, courage and commitment – as a value base for nursing, midwifery and care staff, continue to underpin the work of all staff.

I am delighted that they remain as relevant today as they have been for many decades, ensuring that patients and those we care for will never forget what we do for them and how we make them feel.

I am truly delighted and honoured to provide the introduction to this publication and would like to pay tribute to all those included here for the inspiration they still give to us today.



Identifying 70 nursing and midwifery leaders was challenging – but exciting

The challenge issued by Jane Cummings was as daunting as it was exciting: could we identify the 70 most influential nurses and midwives from the past 70 years, and so celebrate the NHS turning 70? So a judging panel was convened, nominations received and the debate began.

The panel tried to strike a balance between recognising the women and men who have helped forge the NHS, and those who are better known to us because their impact has been felt more recently.

We wanted to reflect the diversity of nursing and midwifery in every respect, including ethnicity, gender, geography and specialty. We strived to ensure that nurses and midwives' contribution to all 70 years of the NHS was acknowledged. And we tried to avoid a list comprising only the 'great and the good', while giving appropriate recognition to the professional leaders who have shaped modern nursing and healthcare.

There are many great nurses and midwives who missed the cut, and doubtless there are many whose names have not been discussed because their work has never received the recognition it deserves. Nevertheless, the impressive achievements of the final 70 serve as a suitable celebration of nursing and midwifery over the past seven decades, and hopefully will inspire today's students and schoolchildren to achieve even great heights than their predecessors.

Graham Scott is Nursing Standard editor and RCNi editorial director



Cecilia Akrisie Anim

Cecilia Akrisie Anim is serving her second term as RCN president. She is the first black and minority ethnic nurse to be elected to the position and previously served as deputy president.

A member of the RCN for over 30 years, in 2017 she was awarded a CBE in recognition of her role as a nurse and as RCN president, and for her contribution to her community.

Born in Ghana, Ms Akrisie Anim completed her midwifery training there before moving to the UK in the 1970s. She gained a UK nursing qualification at Hull Royal Infirmary.

In 1979 she took up a post at London's Margaret Pyke Centre, a family planning and sexual health clinic, where she continues to work as a clinical nurse specialist in sexual and reproductive health, combining her work there with the RCN presidency.



Annie Altschul

Fleeing Austria after its annexation by Nazi Germany in 1938, Annie Altschul arrived in Britain with her sister, nephew, widowed mother

and a single possession – a painting of a rural Austrian scene.

A student of mathematics in Vienna, in London she became a nurse, one of the few jobs then open to refugees. And so began the career of one of the most indomitable and pioneering figures in psychiatric nursing.

By 1957 she had published her first book, and in the early 1960s, with a degree in psychology, she was appointed lecturer in the burgeoning nursing studies department at the University of Edinburgh. She remained there until her retirement as professor of nursing in 1983.



Dame Elizabeth Nneka Anionwu

Dame Elizabeth Nneka Anionwu was shy as a nursing student, she told *Nursing Standard* in 2016 – to the extent that she would feel sick at the prospect of having to move to a different ward. She attributed her horror of change to her upbringing, when short-lived periods of relative stability would end in disruption. For much of her childhood she was cared for by nuns.

Her early experiences of stigma and racism, and the complexities of her Irish-Nigerian heritage, are vividly described in her memoir *Mixed Blessings* from a Cambridge Union. She overcame low expectations to build a distinguished reputation as a nurse, health visitor, academic and campaigner.

Professor Anionwu has been a trailblazer throughout her professional life. A politically aware 'radical health visitor' in the 1970s, at the end of the decade she became the first sickle cell and thalassaemia nurse counsellor in the UK. The service she pioneered in London led to nationwide screening of babies.

A prominent leader of the successful campaign to honour Mary Seacole, a black nurse who became a heroine by helping soldiers during the Crimean War, she has been recognised with a damehood and a CBE. Currently emeritus professor of nursing at the University of West London, she has campaigned tirelessly to reduce inequalities facing black and minority ethnic nurses and their patients.

1948

Aneurin Bevan, health minister and lifelong campaigner for social justice, launches the National Health Service on 5 July. It is the culmination of an ambitious plan to bring good healthcare to everyone, free at the point of delivery. Mr Bevan says: 'No society can legitimately call itself civilised if a sick person is denied medical aid because of lack of means.'

1949

The Nurses Act offers a new framework for the role of nursing within the NHS.



Monica Baly

After her death in 1998, one newspaper characterised Monica Baly as displaying a 'genteel rebelliousness' throughout her career.

Born at the outbreak of the first world war, she served with great distinction in the 1939-45 conflict as a member of Princess Mary's RAF Nursing Service.

Later she began a campaign for better pay and conditions for nurses and through the RCN's Raise the Roof campaign in 1970 helped secure an astonishing 22% pay rise.

In retirement she focused on charting nursing's history, completing a PhD at the age of 70. Her thesis on Britain's most famous nurse was later turned into a book, *Florence Nightingale and the Nursing Legacy*, published in 1986.

She was the first chair of what would become the RCN History of Nursing Society and did much to record the profession's development. The RCN Foundation's Monica Baly Bursary is awarded annually for the promotion of scholarship in nursing history.

Phil Barker

'It is folly to try to control our lives,' says Phil Barker in an online video. 'What we need to do is work out how we navigate our way through all the storms and challenges that life presents to us.'

He is explaining the philosophy behind the Tidal Model of mental health practice, developed by him and his colleagues as an approach focused on recovery. The Tidal Model became hugely influential as a prism through which mental health problems can be seen and understood.

Professor Barker's career in healthcare began when he took a job as a nursing assistant in the 1960s. He had previously worked as a railway porter and as a labourer in an iron foundry.

Innovative, nonconformist and a champion of psychoanalytic thinking, he became the UK's first professor of psychiatric nursing practice at Newcastle University, and later worked in Australia, Japan and Ireland. The author of numerous books, chapters and academic papers, he is also an award-winning artist.



Dame Christine Beasley

'I have always tried – and believe most of the time have succeeded – to include the people I am leading in thinking about where we are going,' Dame Christine Beasley told *The Times* in 2011 when she was about to step down as England's chief nursing officer (CNO).

She had been appointed chief nurse in 2004. Tackling hospital-acquired infections was a high priority for the new CNO, and by the time she left her post the Department of Health said there had been a 78% reduction in MRSA and a 53% decrease in *C difficile*.

Her achievements as CNO were wide-ranging and include moves towards ending mixed-sex wards and promotion of the importance of patients' experience.

On her retirement, then health secretary Andrew Lansley, now Lord Lansley, said of Dame Christine: 'Her ease of manner and depth of knowledge have given her an unrivalled reputation as an accessible and effective nursing leader.'

1952

A charge of 1 shilling (5p) is introduced for prescriptions. Prescription charges were abolished in 1963 but reintroduced five years later.



1953

The Nuffield Provincial Hospitals Trust publishes *The Work of Nurses in Hospital Wards: Report of a Job Analysis*. It showed that many questions about training, staffing and general organisation needed addressing.

Queen Elizabeth II becomes patron of the RCN following the death of Queen Mary.



Alison Binnie

Freedom to Practise: The Development of Patient-centred Nursing by Alison Binnie and Angie Titchen was published in 1999. The book drew on research and real-life examples to identify strategies for improving patient care, irrespective of setting.

It was a significant contribution to the literature on approaches to nursing care. Even now, many years after its publication, the themes discussed in the book retain their currency.

In a foreword to *Freedom to Practise*, Marie Manthey, the American nurse and author who is recognised as an originator of primary nursing, wrote: 'Within the context of my thirty-plus years of experience in this particular field, I have never read a more thorough, more interesting, or more practical discussion of the practice development process.'

Ms Binnie was made a fellow of the RCN in the same year the book was published.



Neil Brimblecombe

Well-known and highly regarded in mental health nursing and beyond, Neil Brimblecombe is a professor of mental health at London South Bank University.

Formerly director of nursing at South London and Maudsley NHS Foundation Trust, Professor Brimblecombe has helped develop mental health policy and practice through various senior leadership roles across the NHS, including as director of mental health nursing at the Department of Health.

His PhD focused on crisis and home treatment services and his research interests include violence in mental health care, the history of mental health nursing and the introduction of e-technology

Early in his academic career he wrote an article for *Nurse Researcher* journal describing how he came to realise that 'stubbornness and resilience' are important characteristics for all nurse researchers.

Tony Butterworth

Tony Butterworth once said that if he had not become a nurse he would have been a farmer. Mental health nursing would have been the poorer if he had.

Professor Butterworth qualified as a mental health nurse in 1965 and rose to become inaugural Queen's Nursing Institute professor of community nursing at the University of Manchester.

He became a national figure in the 1980s due to his groundbreaking work on clinical supervision in nursing and his highly influential contribution to education for people with schizophrenia. He led a government review of mental health nursing in 1994 and was involved in the last review in 2006.

Professor Butterworth has held many senior roles in education and the NHS, including chair of the Council of Deans of Health and director of a research centre at the University of Lincoln, where he is emeritus professor. Awarded a CBE in recognition of his achievements, he is also a fellow of the RCN.



Dame Hilary Chapman

Dame Hilary Chapman is chief nurse at Sheffield Teaching Hospitals NHS Foundation Trust. She has spent her entire working life in the NHS and the vast majority of it in nursing.

Her career began with nurse training at Sheffield's Northern General Hospital, where she later worked as a sister in cardiothoracic care and then in critical care.

She has made important contributions to health policy and system reform, including co-development of the Safer Nursing Care Tool to determine safe nurse staffing levels.

In 2012 she was awarded a CBE for services to nursing and in 2018 was made a dame in the new year's honours list, as well as a fellow of the RCN.

After the awards ceremony at Buckingham Palace, Dame Hilary said: 'I have only been able to achieve the things I have because I have worked with incredible teams throughout my career.'

1954

Sir Richard Doll, who had been studying lung cancer in patients in London hospitals, publishes research linking the disease with smoking.

1958

Polio and diphtheria vaccinations begin, in line with one of the main aims of the NHS – to promote good health.




Teresa Chinn

Nurses exert their influence in many ways and often from a lofty position in the healthcare hierarchy. But Teresa Chinn made her name by using social media to connect and share ideas.

In a recent online post, she wrote: 'The most important reason why I find so much value in blogging and tweeting is the people you meet – it's such a fantastic way in which to surround yourself with the very best of nursing and midwifery.'

Teresa Chinn qualified as a nurse in the 1990s and practised at different levels in various settings. More recently, as an agency nurse, she felt professionally isolated and reached out through social media to connect with other nurses. WeNurses – a weekly Twitter chat covering topics as diverse as protected mealtimes and learning from serious incidents – grew from that experience.

A social media specialist, she received an MBE for services to nursing in 2015.


Dame June Clark

Dame June Clark has always been an activist in that she has sought to promote the nursing profession and to optimise the care nurses deliver.

She trained and worked as a nurse and health visitor, but has also been a manager, author, teacher and political advocate.

She established the school of nursing at Middlesex University and was professor of nursing at Swansea University, where she remains an emeritus professor.

On the international stage, Professor Clark has worked with the International Council of Nurses and the World Health Organization.

As a former president of the RCN she gave much to the college, although in her memoir *Nursing: An Exquisite Obsession*, published in 2015, she described 'the end of the love affair'. She also acknowledged her debt to the 'hundreds, maybe thousands' of nurses in the UK and beyond.

Trevor Clay

Trevor Clay was a hugely experienced nurse and manager by the time he became RCN general secretary in 1982. Ill health curtailed his tenure but when he left the college after seven years his legacy was secure.

When he was appointed general secretary a staff nurse could expect to earn less than £6,000 a year. Mr Clay was thrust into a pay dispute with the government that ended with an improved offer and establishment of the independent pay review body.

Emphysema, diagnosed when he was 37, left him dependent on oxygen for hours every day. It limited his RCN career and ultimately his life, but having left the college he worked hard to promote nursing nationally and internationally.

An obituary in *The Independent* after his death in 1994 at the age of 57 quoted a remark he had made two years earlier: 'Life's too short not to take the opportunities it offers.'


Dame Elizabeth Cockayne

Dame Elizabeth Cockayne was chief nursing officer of the NHS from its inception in 1948. An energetic and progressive leader, she was determined to promote nursing at the highest level.

Dame Elizabeth contracted smallpox as a child, an experience that first led her to consider nursing as a career. She trained in Plymouth and Sheffield before taking up numerous roles in many places, including midwifery in Birmingham and matron of the Royal Free Hospital in London for 12 years from 1936.

In 1945 she was appointed to a working party on the recruitment and training of nurses that recommended a move away from the routine, repetitive and often domestic functions that featured heavily in a nurse's workload at the time.

Committed to nurses' well-being and high standards of care, she was chief nursing officer until her retirement in 1958. She died in 1988.

1959

The new Mental Health Act replaces existing legislation on 'lunacy' and brings mental health service provision into the NHS for the first time.

1960

The first UK kidney transplant takes place at Edinburgh Royal Infirmary.

RCN membership is opened up to men.





Yvonne Coghill

Yvonne Coghill is director of implementation for the workforce race equality standard for NHS England. She is passionate about increasing the diversity of the NHS workforce.

She was awarded an OBE for services to healthcare in 2010. In 2013 she was voted one of the top 50 most inspirational nurse leaders, and for two years in a row was among the top 50 black and minority ethnic pioneers. This year she was awarded a CBE and an RCN fellowship.

Ms Coghill's nurse training began at Central Middlesex Hospital in 1977. She went on to qualify in mental health nursing and health visiting, and was later appointed to various operational and leadership roles.

In three years at the Department of Health she held several strategic posts and led the Breaking Through initiative, which supports black and minority ethnic staff to realise their potential and move into leadership roles.

Dame Jessica Corner

Dame Jessica Corner's reputation is founded on her work to improve the care of people with cancer. She was among the first students to graduate with a degree in nursing from London University and went on to specialise in cancer nursing at the Royal Marsden Hospital.

After gaining a PhD at King's College London she became the first nurse to be appointed to a chair at the Institute of Cancer Research.

She is a former chair of the Council of Deans of Health, and is pro-vice chancellor for research and knowledge exchange at the University of Nottingham. In 2015, Professor Corner was elected a fellow of the Academy of Medical Sciences.



Dame Sarah Cowley

Jersey-born Sarah Cowley first came to the public's attention in the 1940s when she was nine weeks old. Her father, a lighthouse keeper, bundled her up in a cot and sent her to stay with an aunt in the UK until her mother recovered from illness. He had to send her unaccompanied on a mail plane, prompting coverage in a local newspaper.

After practising and teaching in Eastbourne, she joined the academic staff of King's College London in 1992, having completed her doctorate. At King's she led a dual health visiting and district nursing programme for five years and was later appointed professor of community practice development.

She has been an adviser on needs assessment studies in Brazil, Australia, Japan and New Zealand, and her own research on the subject is known internationally.

A fellow of the Queen's Nursing Institute and a former chair of the Community Practitioners and Health Visitors Association, she completed a large research workstream at King's to support the government's health visitor implementation plan, published in 2011.

She was made a dame in 2013 for services to health visiting.

1961

Minister of health **Enoch Powell** proposes the closure of large asylums and more local mental health care.

The contraceptive pill is made widely available on the NHS, initially only to married women until the law is relaxed in 1967.



1962

The first full hip replacement is carried out at Wrightington Hospital in Wigan. The surgeon, Professor **John Charnley**, asks his patients if he can remove the replacement joints post mortem to aid research into wear and tear.

Karen Cox

A registered nurse and professor of cancer and palliative care, Karen Cox graduated from King's College London and held a number of clinical posts in oncology and community health.

She completed her PhD at the University of Nottingham and was successively a lecturer, senior lecturer and professor there.

She was appointed deputy vice chancellor at Nottingham in 2013 and in August last year took up a post as vice chancellor of the University of Kent, a hugely significant role.

A reviewer for a number of grant-giving bodies and academic journals, Professor Cox is also a council member of the Nursing and Midwifery Council.



Helene Donnelly

Helene Donnelly blew the whistle and when no one listened she blew it again. She persevered, in the face of hostility, until finally the authorities heeded her concerns and the scandal of poor care at Stafford Hospital was exposed and an investigation began.

Working in the emergency department at the hospital, Ms Donnelly raised more than 100 concerns about patient care. She described a culture of fear and said she suspected similar system failures were common elsewhere in the NHS. But senior colleagues reacted with threats and bullying.

Eventually she would become a key witness in the inquiry into Mid Staffordshire NHS Foundation Trust led by Sir Robert Francis QC, and in 2014 she was awarded an OBE.

The following year Ms Donnelly was appointed ambassador for cultural change at Staffordshire and Stoke-on-Trent Partnership NHS Trust. Interviewed last year by Nursing Standard she was asked what career advice she would have given her younger self. She replied: 'Trust yourself and be true to your values.'

Dame Karlene Davis

The first black female trade union leader, Dame Karlene Davis is a vociferous champion of midwives.

Born in Jamaica, she came to the UK in 1967 and began

a remarkable career that would influence the working lives of midwives as well as the care of childbearing women.

She joined the Royal College of Midwives (RCM) in 1994 as deputy general secretary, having made her mark in midwifery education and health services management.

She led the RCM's international collaborations, and served as president of the International Confederation of Midwives and director of the World Health Organization's Collaborating Centre for Midwifery.

She was made a dame for services to midwifery in 2001.



1967

The Salmon report is published, with recommendations about nursing's structure and the status of the profession.

The Abortion Act is introduced and becomes law the following year. It makes abortion legal up to 28 weeks.

1968

The Ministry of Health and the Ministry of Social Security merge to become the Department of Health and Social Security.



Tina Donnelly

Tina Donnelly CBE has been director of the RCN in Wales since 2004. A registered nurse who also trained as a midwife, she completed specialist training in cardiac care, palliative care and clinical teaching.

She has held senior management posts in the NHS in England and Northern Ireland, and senior academic posts in England and Wales. She also completed more than 20 years' service as a reservist in the Army Medical Services, including two tours of Afghanistan.

'I'm in civilian and military life because I want to make things better,' she once said.

As head of the RCN in Wales she has worked on behalf of college members, representing them at the highest levels. She led RCN members and staff in their campaign for safe staffing, and when the Nurse Staffing Levels (Wales) Act was passed in 2016 she said: 'I am delighted to have witnessed this momentous occasion, a truly historic moment for Wales and the UK.'

Zena Edmund-Charles

The father of Zena Edmund-Charles advised her against a nursing career. He suggested teaching or dressmaking instead, she writes on the Queen's Nursing Institute's heritage website. She chose to ignore his advice.

After training as a midwife in Kingston, Jamaica, she moved to England in 1956 to pursue her career.

After a decade in community midwifery she became a district nurse, working 48 hours a week for £10 a month. But she said of those days: 'Everyone concerned was interested in 100% proper care and attention for whoever was in need of help.'

Ms Edmund-Charles, who has an MBE for services to community nursing, featured in a 2016 BBC documentary called *Black Nurses: The Women Who Saved the NHS*, in which she said: 'All I wanted ever was to be a nurse.'



Judith Ellis

Children and those who care for them have a powerful and long-standing advocate in Judith Ellis, the first nurse to be appointed chief executive of the Royal College of Paediatrics and Child Health (RCPCH).

Formerly dean of the faculty of health and social care at London South Bank University, she worked for three years as a nursing officer at the Department of Health and for eight years as director of nursing and workforce development at Great Ormond Street Hospital in London.

When the RCPCH's State of Child Health report was published last year, Professor Ellis wrote in *Nursing Standard*: 'Austerity measures that undermine services aimed at improving child health will have a long-term impact on the health of our nation.'

Professor Ellis was awarded an MBE in 1998 for services to paediatrics, a reflection of her tireless work to improve the health of children and young people.



**Baroness
Audrey Emerton**

Dame Audrey Emerton is a crossbench member of the House of Lords and an indefatigable champion of the nursing profession.

Interviewed by *Nursing Standard* in 2013, she said:

'I wanted to be a nurse from the age of four – and I did not change that view despite several bouts of hospitalisation during my schooling and opposition from my headmistress.'

During a distinguished career that began more than 60 years ago, she has held many leadership posts, including chair of the UK Central Council, and chief commander of St John Ambulance.

Appointed a dame in 1989, she was made a life peer in 1997. In the 1980s she led the programme to close Darenth Park Hospital in Kent, an institution for people with learning disabilities, and find its residents new homes. In 2011 she led nursing opposition to the government's plans to reorganise the NHS in England.

1971

Following a surprise Conservative victory in the general election of 1970, secretary of state for social services **Keith Joseph** publishes a consultative document on reorganising the NHS, with responsibility for planning and spending given to new regional health authorities.

1973

The NHS Reorganisation Act is finally published after years of debate.


Jean Faugier

'Patients are not protected by simple answers or quick and easy fixes,' Jean Faugier once wrote in *Nursing Standard*. As a highly experienced and knowledgeable

practitioner herself, Professor Faugier, now retired, was well-qualified to make such a comment.

Beside the many clinical and leadership issues she covered in her published articles, she also reflected on more abstract concepts such as intimacy in nursing, why managers 'go bad', intuition, and the pursuit of happiness.

As director of the National Nursing Leadership Project, she did much to promote imaginative, dynamic and intelligent leadership. She encouraged nurses to reflect on their role as leaders in creating a modern and flexible workforce, responsive to the needs of patients.

'Leadership affects everyone and is therefore available to everyone,' she once wrote. 'Thus everyone has the potential to be a leader.'


Ainna Fawcett-Henesy

Born in Ireland, Ainna Fawcett-Henesy trained in England and was later appointed to an array of influential roles including

primary care adviser at the RCN and regional adviser on nursing and midwifery at the World Health Organization (WHO).

She spent ten years with the WHO in Copenhagen, where her many accomplishments included organising the first European ministerial conference on nursing. Illness intervened in the form of aggressive cancer. Her gruelling treatment left her unable to work and she returned to Ireland 'determined not to give up on life'. She rekindled her love of reading and completed a master's degree in creative writing.


Bob Gates

Everyone in learning disabilities nursing knows of Bob Gates. In a career spanning more than 40 years he has built a reputation as a fierce advocate for an often-marginalised group.

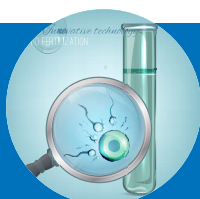
Professor Gates is active in many aspects of the specialty, from academia to the performing arts. He is professor of learning disabilities at the University of West London, emeritus professor at the University of Hertfordshire and visiting professor at the University of Derby. He is also a patron of Friendly Bombs Theatre Company in Slough, which aims to provide theatre activities for people with learning disabilities.

He is a member of numerous editorial boards, and his extensive publication record covers textbooks, peer-reviewed papers, commissioned research reports and commentaries.

Interviewed by *Learning Disability Practice* journal, Professor Gates said of his chosen profession: 'Learning disabilities appeals to people who want to do new and innovative things. When I was a student you could work in a hospital – that was it. Nowadays there is such breadth and depth. It still excites me today.'

1978

Louise Brown, the world's first test-tube baby, is born, following the introduction of a technique to fertilise an egg outside a woman's body.



The 'winter of discontent' sees widespread strikes across Britain after attempts to introduce a pay freeze to control inflation. The NHS's financial problems worsen.

1980

The Black report on health inequalities highlights differences in mortality between social classes.



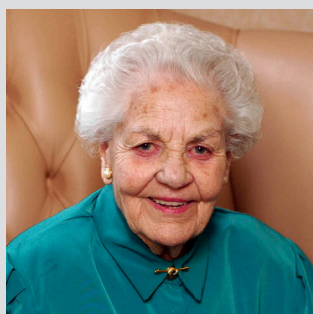
Margaret Graham

Three years ago in the Belfast Telegraph, Margaret Graham recalled life as a nurse at the city's Royal Victoria Hospital during the Troubles in Northern Ireland.

'We were stepping over guns, there were armed guards,' she said. 'But in those times you didn't know any different until peacetime came.'

The experiences of nurses who lived through those dark days were later collated in a book Ms Graham co-edited with Jean Orr, who also appears in this list. Nurses' Voices from the Northern Ireland Troubles contains personal accounts from all grades and disciplines of nursing who tended casualties of three decades of civil unrest with compassion and fortitude.

Ms Graham spent most of her nursing career in public health. She also worked for the Northern Ireland Department of Health, commissioning nurse education, and later became a leading light in the RCN History of Nursing Network.



Mona Grey

Born in 1910, the daughter of missionaries in Rawalpindi in what is now Pakistan, Mona Grey was headmistress of a small school by the age of 18.

She left for England in the 1930s to become a nurse and then a midwife. During the second world war she nursed patients as bombs fell on and around the Royal London Hospital, where she was night superintendent.

In 1946 the RCN asked her to set up a Northern Ireland office, and she became its first salaried secretary. Later she was appointed Northern Ireland's first chief nursing officer.

Dr Grey – she received an honorary doctorate from Ulster University – retired in 1975 but continued to play an active role in promoting the nursing profession.

She was awarded an OBE in 1972 and in 2002 she was the first recipient of the RCN Northern Ireland lifetime achievement award.

She was made an RCN fellow in 2004.



Christine Hancock

General secretary of the RCN from 1989 to 2001, Christine Hancock was described by PR Week magazine in 1997 as 'probably the strongest weapon in the RCN's formidable armoury'.

Ms Hancock began nursing at King's College Hospital, London. After various clinical nursing posts she worked as a midwife and a mental health nurse, and later as a nurse manager and chief executive.

She led the RCN through some turbulent years, when the battle for fair pay and conditions was as intense as it is now.

In 2001 she was elected president of the International Council of Nurses and in 2009 she established C3 Collaborating for Health, a charity with a global vision of preventing chronic disease.

She has said: 'I work to cast light on new and effective ways that enable people to quit smoking tobacco, eat and drink less and better, and be more physically active.'



Mary Hanratty

Mary Hanratty's influence on nursing regulation has been strong.

She was vice-president of the regulatory body, the UK Central Council for Nursing, Midwifery and Health Visiting, when it was superseded by the Nursing and Midwifery Council (NMC) in 2002 and she was elected to the same role in the new organisation.

Professor Hanratty qualified as a state registered nurse at Lurgan Hospital in Northern Ireland, and gained extensive senior management experience in health and social care.

She was appointed a visiting professor at Ulster University in 2002 and won the Outstanding Achievement Award in the RCN Northern Ireland Nurse of the Year Awards in 2006.

In 2003, when she was head of nursing and midwifery education at Beeches Management Centre in Belfast, now the HSC Leadership Centre, she was awarded a CBE for services to nursing.

1981

The new decade has seen continued improvement in babies' health. Twenty years earlier, only 20% of infants born weighing less than 1kg survived. Now the figure is nearer to 80%.



1983

The Griffiths report heralds a new management culture in the NHS. The report says: 'If Florence Nightingale were carrying her lamp through the corridors of the NHS today, she would almost certainly be searching for the people in charge.'

A new Mental Health Act is published in England and Wales, introducing the concept of patient consent.

Ann Holmes

Chief midwifery adviser and associate chief nursing officer for the Scottish Government, Ann Holmes exerts a major influence on the direction of midwifery policy and practice across Scotland.

The first consultant midwife in Scotland, working across NHS Greater Glasgow and Clyde for ten years, she has been an innovative clinical leader throughout her career.

She has led key maternity strategies and various service redesigns. When supervision of midwives was removed from statute, she provided outstanding leadership to guide and steer the Scottish response to an employer-led model.

A member of the Nursing and Midwifery Council's midwifery panel, she has significant experience in professional regulation, having been a local supervising authority midwifery officer for six years.



Debra Humphris

Passionate about equality and diversity, Debra Humphris is an openly LGBT senior leader in higher education. Her career began as a nursing student in Chichester. A master's degree followed, then a PhD at the University of London.

She joined the University of Brighton from London's Imperial College, where she had effected real change in the college's position on teaching and learning. Before that, she held roles, including pro-vice chancellor, at the University of Southampton.

In April this year, Professor Humphris was elected a fellow of the Royal College of Physicians. She said she was 'delighted and humbled' by the award, particularly as it is unusual for a fellowship to be granted to a professional outside medicine.



Nola Ishmael

Nola Ishmael has the rare distinction for a nurse of having her portrait displayed in the National Gallery.

She came to England from Barbados in 1963 to train as a nurse and within 18 months of qualifying was a sister on the neurological unit at the Maudsley Hospital in London.

After training as a health visitor, she became in turn a community manager, an assistant director of nursing and then London's first black and minority ethnic director of nursing.

A six-month post at the Department of Health became a ten-year tenure, working closely with ministers and chief nursing officers.

She set up mentoring and development programmes for NHS staff and collaborated on the establishment of the Mary Seacole Awards, named after a black nurse who became a heroine in Victorian England by helping soldiers during the Crimean War.

Awarded an OBE in 2000, Dr Ishmael has inspired many other black and minority ethnic nurses and has been described as 'one of the all-time BME greats of the NHS'.

In 2016 she was recognised by the Barbados government as one of 50 Barbadians who have contributed significantly to services in the UK.



1986

Project 2000 introduces radical changes to pre-registration nursing courses and aims to increase the professional status of nurses. The Cumberlege report on community nursing is published and proposes limited prescribing for nurses.

The world's first heart, lung and liver transplant is carried out at Papworth Hospital in Cambridge.

1988

Breast screening is introduced for women over 50 in an attempt to reduce breast cancer deaths.





Rosemary Kennedy

A leader and mentor for much of her long career, Rosemary Kennedy CBE trained as a nurse in London and has held many senior posts.

Professor Kennedy was appointed chief nursing officer for Wales in 1999 and produced several key nursing strategies, including Free to Lead, Free to Care, which empowered ward sisters and charge nurses to improve the ward environment for patients.

She had a distinguished career in the Territorial Army, gaining a commission in the Queen Alexandra's Royal Army Nursing Corps in 1984. She was appointed colonel commandant of the corps in 2008, the first time the post had been held by a TA officer. She became honorary visiting professor at Cardiff University in 2012.

Dame Donna Kinnair

Dame Donna Kinnair is the RCN's director of nursing policy and practice, and took up her post at the college with an impressive range of NHS roles behind her.

Early in her career she was a trainee manager with Marks & Spencer when a consultation with an occupational nurse rekindled her childhood interest in nursing.

Health visiting led to a passion for child protection and to a role as nurse adviser to the inquiry into the death in London of Victoria Climbié, a girl who had been neglected and abused and died in 2000 at the age of eight.

From that grew a commitment to the importance of partnership working and communication to ensure other children did not slip through the net.



Alison Leary

Alison Leary has three degrees, three postgraduate degrees, a background in nursing, natural sciences and medicine – and is clinical lead for match day medical services at Millwall Football Club in south east London.

Professor Leary is recognised as a role model and leader, and the accolades she has garnered are numerous – her fellowships, for example, include the RCN, the Queen's Nursing Institute and the Royal Society of Medicine.

She has had a remarkable career trajectory. Currently chair of healthcare and workforce modelling at London South Bank University, she qualified as a nurse in 1996 after ten years in science and engineering. She holds a master's in biomedical sciences and a PhD in clinical medicine.

On becoming an RCN fellow in 2015 she said: 'One of the things I love about my current work is learning about the wonderful and innovative things nurses are doing.'

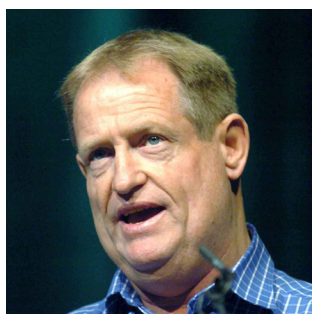
Nurses are such a creative group of people and I feel it's an honour to help them show the value of their work and benefits to patients and families.'

1990

The NHS and Community Care Act introduces an 'internal market' in healthcare.

1991

The Patient's Charter outlines what people should expect of NHS care and treatment.



Paul Lewis

Male midwives are a rarity today but when Paul Lewis qualified nearly 40 years ago they were so unusual he would sign job applications 'P Lewis' rather than 'Paul Lewis'. When he arrived for one interview, he told the BBC last year, the panel, expecting a 'Miss Lewis' had 'freaked'. He was offered a job but in neo-natal intensive care, not maternity.

Since those pioneering days, Professor Lewis has built an illustrious career, making an outstanding contribution to the profession and to the care and support of women.

He went on to become professor of midwifery at Bournemouth University, and along the way held numerous influential posts, including vice chair of the governing council of the Royal College of Midwives.

Awarded an OBE in 2015, Professor Lewis has worked internationally and across professional boundaries, highlighting midwives' unique contribution to mothers and communities.

Dame Jill Macleod Clark

Dame Jill Macleod Clark agreed to lead the development of the Nursing and Midwifery Council's new education standards because 'it's not much good complaining about things if you are not prepared to improve the situation'. It was 'probably a once in a lifetime opportunity for the profession to recalibrate itself,' she told Nursing Standard earlier this year. The new standards focus on outcomes rather than process.

Professor Macleod Clark trained at University College Hospital in London and completed a doctorate on nurse-patient communication at King's College London. The scale of her impact on nursing, education and research is evident in her long CV.

There are the leadership and advisory roles – she is a former chair of the UK Council of Deans of Health – contributions to key policy initiatives such as embedding undergraduate nursing education in universities, coaching and mentoring work, and trustee roles with a number of charities supporting people with health challenges.

Her publications list on the University of Southampton website, where she is emeritus professor of nursing and former head of the health faculty, is extensive, varied and international.

She was made a dame in 2000 for services to nursing education.

She has said: 'The key to providing the very best care to patients and their families lies in ensuring that every aspect of nursing practice is underpinned by robust research evidence.'



Kim Manley

Kim Manley is an expert in practice development, with an international reputation for the development of effective workplace cultures that put patients at the centre of care.

Her work is not 'ivory tower research', she has said. Rather, it's 'swampy lowlands research', striving to define the conditions that enable people to thrive.

With long experience as a practitioner, educator, developer and nurse training programme director, she is currently associate director of the England Centre for Practice Development at Canterbury Christ Church University.

She has published extensively, from books to journal articles and has served as an examiner of PhD theses all over the world.

The centre's director, Carrie Jackson, describes Professor Manley as 'a true icon'.

1992

The Health of the Nation, a government white paper, identifies areas for improvement in health, including cancer, coronary heart disease and mental health.

1994

The NHS Organ Donor Register is set up.





Tanya McCance

For two decades, the focus of Tanya McCance's research has been person-centred care, and the theoretical framework that developed out of her work has become an internationally recognised model for nursing.

'The framework shines a light on practice and moves person-centredness from a policy position to a standard achievable across healthcare settings,' she told Nursing Older People journal in 2017.

She was being interviewed after winning the outstanding achievement category in last year's RCN Northern Ireland Nurse of the Year Awards for her exceptional contribution to nursing research.

Professor McCance is research director of the Institute of Nursing and Health Research at Ulster University. A registered nurse since 1990, she studied for a nursing degree at a time when graduate programmes were still uncommon pathways into the profession.

'Never lose sight of people as individuals,' she advised new nurses in her interview with Nursing Older People. 'Be curious about them, listen to their stories. Don't be afraid to ask them important questions and always show them compassion.'

Baroness Jean McFarlane

Jean McFarlane was born in Cardiff in 1926 and while studying chemistry in London worked at a mission for homeless people – an experience that would leave a lasting impression.

Later, as a nurse, midwife, health visitor and tutor, she was appointed RCN director of education but soon afterwards joined the staff at Manchester University.

Under her leadership, the university's department of nursing was established in 1973. She became England's first professor of nursing and developed a nursing degree course.

The first ever recipient of an RCN fellowship, she was awarded a life peerage in 1979, becoming the first nurse peer.

Guided always by her strong faith, she served for several years as a member of the general synod, the national assembly of the Church of England. Baroness McFarlane died in 2012.



1997

Labour wins power and publishes a white paper titled The New NHS: Modern, Dependable.

1998

NHS Direct is launched, heralding the start of a drive to provide alternatives to traditional GP services. At its peak, NHS Direct will handle 500,000 calls a month.

The Acheson report, published by the Department of Health, highlights continuing inequalities in health by socioeconomic and ethnic groups and gender.


Hugh McKenna

As Ulster University's dean of medical school development, Professor Hugh McKenna has more than 250 publications to his name, including 11 books. His published work has been cited more than 10,000 times, and he has secured more than £4 million in research grants. His research interests include mental health care and interdisciplinary research.

He has received a host of awards, including fellowships of the RCN, the European Academy of Nursing and the Royal College of Surgeons in Ireland, an RCN lifetime achievement award and an honorary degree from Edinburgh Napier University. He was awarded a CBE in 2008 for services to healthcare and to the community in Northern Ireland.

In 2009 he was made an international fellow of the American Academy of Nursing – only the third person in Europe to be given the honour and the 15th worldwide.


Michelle McLoughlin

Michelle McLoughlin chose nursing for several reasons, but mainly because of her grandfather. She was 14 and he was dying, being cared for at home by his family. 'I wanted to help but did not know how,' she told *Nursing Children and Young People* journal earlier this year. 'This made me want to learn what to do.'

Now chief nurse at Birmingham Women's and Children's NHS Foundation Trust, she combines her extensive clinical and leadership skills to ensure the trust focuses on the needs of patients and families.

She first joined Birmingham Children's Hospital in 1991 as a specialist liaison nurse and became chief nurse after the hospital gained foundation trust status in 2007.

Asked by *Nursing Children and Young People* what she enjoys most about nursing, she said: 'Working with and helping children and young people. Their bravery and tenacity never ceases to amaze me.'


Donna Mead

After a 40-year career in nursing, education and research, Donna Mead is still ready for new challenges. Earlier this year she was appointed chair of Velindre NHS Trust in Cardiff.

Professor Mead's achievements since she began training at Merthyr school of nursing include writing and delivering the first undergraduate nursing degree programme at Swansea University, obtaining funding to develop a master's degree in disaster nursing, professor of nursing at the University of Glamorgan, an OBE in 2009 and writing an RCN Wales strategy on the future of nurse education, published in 2016.

In an article in *Nurse Researcher* journal she once explained how apparently insoluble patient problems fired her interest in nursing research.

'I approach each research question with an open mind about how to go about investigating it,' she wrote.


Heather Monteverde

Heather Monteverde MBE has described herself as an 'accidental nurse'. Although her mother was a Marie Curie nurse and an inspiring role model, as a child Ms Monteverde had intended to read English at university. But in her last year at school she changed her mind.

'I really don't know why,' she told the *Belfast Telegraph* earlier this year. 'But one day I just knew it was the right thing to do.'

The eldest of six children and raised on the family farm, she trained in general and children's nursing. She described how that training shaped her career: 'I remember vividly a man dying of cancer when I was a student nurse and thinking there has to be some better care than this.'

She had found her niche and went on to specialise in oncology, becoming Northern Ireland's first specialist breast care nurse and eventually head of services for Macmillan Cancer Support in Northern Ireland.

1999

The National Service Framework for Mental Health is published with the aim of ensuring higher levels of competence and good practice among professionals.

2000

NHS walk-in centres are introduced.

The NHS Plan, the biggest change to healthcare in England since the founding of the NHS, sets out a programme of major investment and reform.



Pippa Nightingale

Pippa Nightingale's first post when she joined the NHS in 1994 was as a maternity support worker.

Four years later she qualified as a midwife and then worked in clinical practice for ten years.

After earning a master's degree taking a clinical academic role at the University of Hertfordshire she moved back into the acute sector, first as a matron and later as a consultant midwife.

She has undertaken numerous professional leadership roles, including large-scale, complex service re-organisations. She led the transition of maternity services in north west London and ensured safe care was provided to more than 33,000 women by standardising midwifery services across six acute providers.

After 18 months as director of midwifery and clinical director at Chelsea and Westminster Hospital NHS Foundation Trust, she was appointed the trust's chief nurse last year.

Doreen Norton

Doreen Norton devoted herself to the care of older people, in particular the management and prevention of pressure ulcers.

Ms Norton built an international reputation based on a simple premise: reduce the risk of pressure ulcers by removing the pressure. She showed that regularly moving or turning a patient was more effective than anything tried before.

The book that resulted from her research, *An Investigation of Geriatric Nursing Problems in Hospital*, published in 1962, established her pressure sore scale as an invaluable aid to care. Later, as a nursing research officer, she helped develop the so-called King's Fund bed, designed to maximise patient comfort, nurse efficiency and cost-effectiveness.

Ms Norton was in 1976 one of the first recipients of an RCN fellowship, and in the following year she was awarded an OBE.



Jean Orr

When Jean Orr was awarded a CBE in 2004 she said such honours were usually regarded as a reward for the individual, but she considered hers as much a tribute to colleagues in the school of nursing and midwifery at Queen's University Belfast as recognition of her own achievements.

Yet it was Professor Orr who founded the school and who worked tirelessly to ensure that nursing and midwifery were integrated into university life there. Among her contributions to the profession is *Nurses' Voices from the Northern Ireland Troubles*, an extraordinary book she co-edited with Margaret Graham, who also appears in this list. Published in 2013, it revealed the unimaginable horror faced by Northern Ireland's nurses over three decades of violence, and captured brilliantly the human aspect of nursing.

Last year saw the inaugural Professor Jean Orr lecture at Queen's to recognise women in leadership.



Lesley Page

Lesley Page has an international reputation as an academic, advocate and activist for midwives, mothers and babies.

The UK's first professor of midwifery, she has had a long and distinguished career in clinical practice, management, academia and policy work.

Professor Page is a former president of the Royal College of Midwives (RCM) and was involved in the landmark 1993 report *Changing Childbirth*, which advocated that 'the power should be with a woman and her family'.

Interviewed by *New Statesman* magazine last year when she stood down as RCM president, she said there should be a single primary carer for each pregnant woman. 'I would like to see every woman have the possibility of a midwife she can get to know over time,' she said. 'I would like midwives to know the joy of birth, not just the fear.'

Midwifery, she added, is 'the most meaningful work you can imagine doing'.

2002

The first successful gene therapy is carried out at Great Ormond Street Hospital in London, curing 18-month-old 'bubble boy' Rhys Evans of severe combined immunodeficiency. Rhys spent months in a sterile 'bubble' at the hospital.



2003

In June, the NHS Agenda for Change pay system is introduced at 12 test sites in England.



Susan Pembrey

Sue Pembrey was an outstanding nurse leader who promoted the academic development of clinical nursing, patient-centred care and the leadership role of ward sisters.

A product of the Nightingale school of nursing at St Thomas' Hospital in London, she later returned to the hospital as ward sister, implementing a system in which nurses are responsible for small groups of patients. She explored this approach for her PhD thesis, later published by the RCN as *The Ward Sister: Key to Nursing*.

The nursing development unit at the Radcliffe Infirmary in Oxford encouraged nurses to practise in innovative, patient-centred ways. She secured funding to establish the city's Institute of Nursing, which developed these models further.

Dr Pembrey was appointed a fellow of the RCN in 1979 and awarded an OBE in 1990. Her death in 2013 at the age of 71 was mourned by many who had known her as a friend, colleague, mentor and inspiration.

Graham Pink

For those who have come more recently to nursing, the name of Graham Pink may not resonate. But for a while in the early 1990s he was among the best-known nurses in Britain.

Mr Pink worked as a charge nurse at Stepping Hill Hospital in Stockport, caring for older people, and he became increasingly concerned about standards of care.

When the letters he wrote to managers failed to effect change, he went public. The *Guardian* published extracts from a dossier he had compiled and almost overnight he became famous. His bosses deemed that he had breached confidentiality and he was sacked. The case was settled shortly before an employment tribunal and he received compensation.

Mr Pink considered himself a 'truth-teller' rather than a whistleblower, the *Guardian* said, and he never sought the limelight. But his actions led eventually to greater protection for the truth-tellers who succeeded him.



Anne Marie Rafferty

Among the best-known of contemporary nurse researchers, Anne Marie Rafferty is professor of nursing policy at King's College London and a former dean of its Florence Nightingale school of nursing and midwifery.

She holds a doctorate in modern history as well as a degree in nursing studies and a master's in clinical research. She won a fellowship to study at the University of Pennsylvania in the US, where she worked on the role of nursing in the Clinton administration's healthcare reform agenda.

Professor Rafferty holds fellowships from the RCN and the American Academy of Nursing, and was awarded a CBE in 2008.

Her research has shown how nurses can make a profound difference to patients and their recovery. In 2014 she told the *Guardian*: 'We need to stop treating nurses as a soft target in times of austerity, as there is so much potential to be unlocked in the nursing workforce.'



Dame Kathleen Raven

'Her diminutive size belied the force of her character,' said the *Guardian's* obituary of Dame Kathleen Raven following her death in 1999.

'A sharp brain, wit and insatiable appetite for hard work made her a power in the hospital ward and corridors of Whitehall.'

Born in 1910 in the Lake District and growing up with three brothers, she went into nurse training at St Bartholomew's Hospital in London, qualifying in 1936. She rose through the ranks at Bart's and in 1949 was appointed assistant matron at Leeds General Infirmary.

A member of the RCN's ruling council, she moved to the Ministry of Health in the late 1950s, first as deputy then as chief nursing officer, where her achievements included establishing the right of matrons to attend hospital management meetings.

Shortly before her death she endowed the Kathleen Raven chair of clinical nursing at Leeds University, which still continues.

2004

The first ten NHS foundation trusts are established, with greater control over their own budgets and services.

2005

The four-hour target for Accident and Emergency departments becomes operational.



Mary Renfrew

The Royal Society of Edinburgh, Scotland's national academy of science and letters, has only ever elected one fellow from a nursing or midwifery background: Mary Renfrew, professor of mother and infant health at the University of Dundee.

Professor Renfrew is a leading health researcher and midwife. Her research over 30 years into maternity care and infant feeding has informed and shaped policy and practice across the UK and internationally.

After gaining a degree in social sciences and nursing at the University of Edinburgh and a PhD at the city's MRC Reproductive Biology Unit, she went on to work at the universities of Oxford, Leeds and York, as well as Alberta in Canada, where she founded the Alberta Association of Midwives in the 1980s.

A study she co-authored last year highlighted the ongoing societal barriers that make it difficult for women to breastfeed.



Elizabeth Robb

In May 2015 Elizabeth Robb received a letter marked 'Private and Confidential (On Her Majesty's Service)'. Her first thought, in 'typical nurse fashion', was to assume she had made some 'enormous transgression'.

When the truth dawned – she was being awarded an OBE – she felt 'overwhelmed with pride, humbled to have been chosen'.

She realised 'this was all about the patients I had nursed... the marvellous organisations I had worked in and the people there'.

A nurse, midwife and academic, Professor Robb spent seven successful years at the Florence Nightingale Foundation before stepping down in 2017.

Among her many achievements was a substantial increase in the number and diversity of the foundation's leadership scholars, who receive bespoke training in the skills needed to represent nursing at the highest levels.



Ray Rowden

Ray Rowden was a one-off: colourful, iconoclastic and influential, he was often a thorn in the side of the establishment and one of the first openly gay nurse leaders.

He was appointed to many influential positions during his career, always driven by a zeal to improve care and treatment.

He was making waves from the outset of his mental health nursing training at St Augustine's Hospital in Kent, where he became a whistle-blower and helped expose poor standards of care.

He trained as a general nurse, too, and held many senior posts, including director of nursing at the Royal Marsden Hospital in Surrey and director of high secure services for the Department of Health.

When he died of pancreatitis in 2014, at the age of 62, Nursing Standard described him as charismatic and a consummate networker who was 'always ambitious for his patients'.



Juanita Rule

Juanita Rule was said to be 'fundamentally nonconformist' and found the RCN old-fashioned and 'relentlessly female' when she joined the staff in 1948.

But when she returned there in 1971 as director of the RCN Institute of Advanced Nursing Education, her strong views on education cemented her reputation as an innovator.

She later trained as a teacher of nursing because she felt it would make her a better ward sister, and in 1959 won a World Health Organization scholarship to investigate the development of nursing degree courses in the US and Canada.

Her position at the Institute of Advanced Nursing Education allowed her the resources to investigate her concerns that government opposition to nursing degrees was founded on cost rather than patient welfare.

She was awarded an OBE in 1976 and was elected RCN deputy president the same year. She died in 2008 aged 93.

2007

NHS Choices website is launched.

Smoking is banned in workplaces, pubs, restaurants and other public places.



2008

Local events across the country mark the 60th anniversary of the NHS.

The Improving Access to Psychological Therapies programme begins, allowing easier access to talking therapies on the NHS for people with anxiety and depression.



Jane Salvage

'Jane Salvage is a hugely influential nurse leader who has contributed to advancing nursing in a wide number of roles throughout her career.'

So read the citation when Professor Salvage was awarded an honorary doctorate in 2011 by Kingston University and St George's, University of London.

A nurse since the late 1970s whose first degree was in English literature, Professor Salvage has a long track record as a respected adviser, consultant, writer, leader and policy activist.

She has held senior positions with the World Health Organization, the King's Fund think tank and in publishing. Her 1985 book, *The Politics of Nursing*, resonates to this day.



Susan Semple

Seventy years on from the birth of the NHS, Susan Semple's work with homeless people in Belfast reflects its founding principles. Indeed, four

years ago she won the Bevan Prize for Health and Wellbeing, named after the founding father of the health service, Aneurin Bevan.

As a healthcare coordinator based at Belfast Health and Social Care Trust, Ms Semple led a project that sought to provide evidence-based care for the city's diverse homeless population.

The organisers of the Bevan Prize noted that she had managed to get 98% of the people using the service registered with family doctors.

The Bevan Prize is one of several awards that Ms Semple has won during a nursing career that began in the 1970s. In 2011 she was recognised by the RCN in Northern Ireland for outstanding achievements in nursing. The following year she was awarded an MBE for services to healthcare in Northern Ireland.

Dame Eileen Sills

In a film put on YouTube by Guy's and St Thomas' NHS Foundation Trust, its chief nurse Dame Eileen Sills says: 'You can't go far wrong by choosing to come and work at Guy's and St Thomas.'

With its long history and record of medical breakthroughs, the London trust is attractive to many nurses. And those who go there will witness for themselves Dame Eileen's transformational leadership.

Appointed chief nurse at the trust in 2005, she has become known for strong, visible management. Clinical Fridays, her initiative to take senior nurses back to the bedside, has gained a national reputation.

She was the driving force behind the award-winning *Barbara's Story*, a film to raise staff awareness of dementia.

The trust's central London location means she and her staff have had to cope with major incidents in the capital.

After the 2017 Westminster terrorist attack, yards from St Thomas', which left six people including the attacker dead and 50 injured, Dame Eileen told *Nursing Standard*: 'You can't help but be completely humbled by our staff in terms of responding in the way they did.'



2009

The NHS Constitution sets out rights and responsibilities for patients and staff.

The Care Quality Commission is established to better regulate health and social care.

2010

The first landmark report of the independent Francis inquiry into care failings at Mid-Staffordshire NHS Foundation Trust is published. It highlights nursing shortages and a bullying culture at Stafford Hospital.



David Sines

David Sines has been influential in nursing circles for decades. He was awarded a fellowship of the RCN in 1989 for pioneering work in advancing the art and science of nursing and community care.

He has held four secretary of state appointments with the former regulatory body, the UK Central Council for Nursing, Midwifery and Health Visiting, and with its successor, the Nursing and Midwifery Council. He has been a governor of three London trusts, was executive dean of the health faculty at London South Bank University and head of the school of health sciences at the University of Ulster.

He is a former pro-vice chancellor and executive dean of Buckinghamshire New University, where he was appointed emeritus professor in 2014.

Professor Sines was awarded a CBE in 2010 for services to healthcare.

Helen Singh

In a newspaper interview in 2016, Colonel Helen Singh described the reality of being an army reservist deployed to Camp Bastion in Afghanistan at the height of the conflict, when she was matron of 205 (Scottish) Field Hospital of the Royal Army Medical Corps.

‘Although we trained very hard and were prepared for the type of injuries we would have to treat, the number of casualties and the magnitude of their multiple wounds was still shocking,’ she recalled.

‘We had a lot of very bad days but we got very good at dealing with what arose.’

So good in fact that she became the first female commanding officer of 205 Field Hospital and was recognised with an MBE in 2011.

Currently an advanced critical care nurse practitioner at NHS Lothian, Colonel Singh once told a parliamentary reception that joining the army reserves, deploying on operations and nursing soldiers had been the highlight of her career, saying: ‘It was an absolute privilege to treat them.’



Colonel Wendy Spencer

‘When the chips are down, someone has to make difficult decisions,’ Colonel Wendy Spencer told Nursing Standard in 2011 on the eve of her retirement. And often she was the one to do it.

As director of army nursing services, in charge of about 1,000 nurses and healthcare assistants, Colonel Spencer had an illustrious military career, serving with distinction all over the world.

Commissioned into the army after nurse training in Bristol, she first saw front-line action in the Gulf war in 1990, running a high-dependency unit.

In 1996, she was decorated for exceptional service after the bombing of the army’s headquarters in Northern Ireland, where she served as matron.

After a posting to South Africa and gaining a master’s degree in disaster healthcare, she undertook a placement with a health charity in Sierra Leone, west Africa.

2012

Publication of the Health and Social Care Act proposing NHS reorganisation. During its passage through parliament, the draft legislation has met with opposition, leading prime minister David Cameron to announce a ‘listening exercise’.

The opening ceremony of the London Olympic Games pays tribute to the NHS. More than 600 nurses and other healthcare workers take part.

2013

The second report of the Francis inquiry is published. The public inquiry identifies wider failings in the healthcare system, which contributed to poor care at Stafford Hospital.

The NHS Friends and Family Test allows patients to give feedback on the care they are given.



Barbara Stilwell

Nurse, teacher, researcher and influencer, Barbara Stilwell was instrumental in establishing nurse practitioners in the UK.

The concept of autonomous practitioners who could assess, treat and refer or discharge was inspired by her experiences as a health visitor in inner-city Birmingham, often working with women who wanted to discuss sensitive issues such as screening or family planning.

She established a clinical trial and wrote it up for a nursing journal. As a consequence, she was offered a scholarship to study on a nurse practitioner programme in the US state of North Carolina.

Her work since then has taken her all over the world, but it was those early experiences in Birmingham that proved the game changer.

Alison Tierney

Planning and managing a research project, Alison Tierney once wrote in *Nurse Researcher* journal, requires a range of intellectual and practical skills. But her top tip for those seeking to follow in her footsteps was simply this: when in doubt, ask.

'It is the very thing I do more of, the more research I carry out,' she said.

Professor Tierney's name is familiar to countless nurses whose practice has been shaped by the nursing model that bears her name.

She and colleagues Nancy Roper and Winifred Logan were inspired by the work of US pioneering nurse and theorist Virginia Henderson, and the model they developed became hugely influential in the UK and beyond.

But there have been many other accomplishments in Professor Tierney's career, including ten years as director of Edinburgh University's nursing research unit.

When she stood down as editor-in-chief of the *Journal of Advanced Nursing* in 2011, she reflected on the marked improvement she had witnessed in the quality of research reporting over the previous decade.

Her strong leadership in international research undoubtedly contributed to that.



Judy Waterlow

Judy Waterlow was working as a clinical nurse teacher when she began developing the pressure ulcer risk assessment tool, the Waterlow tool, that was to become the most widely known method of risk assessment and prevention of pressure ulcers.

Ms Waterlow officially retired on medical grounds in 1998 because of rheumatoid arthritis but she continued to work towards improved patient care and nurse education.

For 13 years she served on the committee of the Tissue Viability Society.

She also worked on the NHS programme Challenging Arthritis, which teaches patient self-management, and with Musgrove Partners, an award-winning group of volunteers at Musgrove Park Hospital in Taunton.

Her dedication to the nursing profession was recognised in 2008 when she was awarded an MBE.

2014

NHS 111 free helpline is launched, allowing people to access healthcare when they need medical help fast.

The NHS Five Year Forward View is published, setting out 'a vision of a better NHS'.

2016

The RCN celebrates its centenary.





Baroness Mary Watkins

In an interview with Nursing Standard in April 2018, Baroness Mary Watkins revealed her concern that younger people were becoming disillusioned with an NHS that seemed under chronic strain. 'We have to fund the NHS better so that society keeps on wanting it. And that will also make working in the NHS more attractive again.'

Her career dates back to 1976, when she qualified as a general nurse from Wolfson School of Nursing at Westminster Hospital. She went on to train in mental health and held posts in community, inpatient mental health and acute settings.

After working as a clinical teacher she studied for a doctorate at King's College London and was later appointed dean of the then faculty of health and social work at the University of Plymouth. She was appointed deputy vice-chancellor of the university in 2007.

Widely published in nursing education and leadership, she has represented nursing on several Department of Health working parties and is a leader of the Nursing Now campaign, which aims to strengthen nurses' role globally.

Professor Watkins joined the House of Lords in 2015 as a crossbench peer. Her position gives her 'influence not power' but that influence does make a difference, she told Nursing Standard. She was 'thrilled' that her efforts helped to secure up to 500 new district nursing training places.



Dame Katherine Watt

A butcher's daughter from Glasgow born in 1886, Katherine Christie Watt trained in general nursing in Glasgow and midwifery in London before being posted to a field hospital in Flanders in the first world war.

She served as matron-in-chief in the Air Ministry until 1938, when she moved to the civil service, remaining there for the rest of her working life. As chief nursing officer from 1941 to 1948 she was involved in plans for the nascent National Health Service. Later, she became chief nursing adviser, travelling as the government's representative to Commonwealth countries, advising them on the role of nursing in the NHS.

The first nurse to be given a permanent post in the civil service, she received many honours and was made a dame in 1945.



Jennifer Worth

When *Call the Midwife* was first screened in 2012 it was the most successful drama series on BBC1 for ten years. The series is based on the memoirs of Jennifer

Worth, who described her experiences practising in the poverty-stricken East End of London during the 1950s.

Born in 1935, she trained first as a nurse at the Royal Berkshire Hospital in Reading then as a midwife, and lived with a community of nuns who worked with impoverished families in the Whitechapel district of east London. She was also an accomplished musician.

When she died in 2011, one obituary said: 'Worth's powers of description, authenticity of detail and richness of characterisation evoke from the start an unforgettable milieu.'

2018

Prime minister Theresa May announces the NHS budget for England will increase by 3.4% year over the next five years, meaning it will be £20bn higher than it is now by 2023. Work begins on a 10-year plan covering productivity and staffing and key areas such as mental health and cancer.

The NHS turns 70.

NHS 70

Meet the judges



Hilary Garratt (chair), director of nursing and deputy chief nursing officer, NHS England



Jane Cummings, chief nursing officer, England, and executive director, NHS England



Katerina Kolyva, executive director, Council of Deans of Health



Charlotte McArdle, chief nursing officer, Department of Health, Northern Ireland



Fiona McQueen, chief nursing officer, The Scottish Government



Graham Scott, editorial director, RCNi



Jean White, chief nursing officer and nurse director, NHS Wales



Paul Labourne, nursing officer, NHS Wales



Carmel Lloyd, head of education and learning, Royal College of Midwives

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Nursing Children and Young People
Nursing Management
Nursing and Midwifery Council
Nursing Older People
Nursing Standard
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Royal College of Nursing
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