

10

YEAR  
ANNIVERSARY



ROYAL COLLEGE OF NURSING IN WALES  
**NURSE OF THE YEAR**  
AWARDS

**AWARDS**  
PROGRAMME

29 JUNE 2023



Coleg Nyrso Brenhinol  
Cymru  
Royal College of Nursing  
Wales



RCNWales



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Cymru Wales



# THANKS FROM RCN WALES

Without our sponsors this prestigious 10th anniversary event would not have been possible, and the Royal College of Nursing Wales would like to say a huge thank you to each and every one of our sponsors for helping us to celebrate the very best of nursing in Wales.

Through the success of these awards, RCN Wales officially launched the RCN in Wales Nurse of the Year Alumni Network in 2017. The Alumni Network offers a clear pathway of personal and career development opportunities and exposure for award finalists. It creates a highly-engaged group of innovative leaders who promote nursing within Wales and externally, both nationally and internationally.

For further information please email [RCNWalesAlumni@rcn.org.uk](mailto:RCNWalesAlumni@rcn.org.uk)

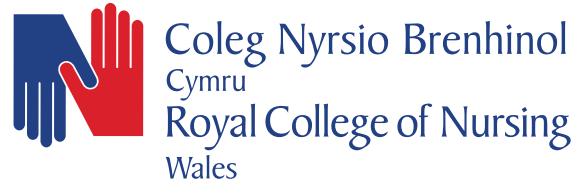
If you are interested in becoming a sponsor of the 2024 RCN Wales Nurse of the Year Awards, please contact us via email at [nurseoftheyearawards@rcn.org.uk](mailto:nurseoftheyearawards@rcn.org.uk)



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# FOREWORD



## JACKIE DAVIES

Chair of the RCN Wales Board

### **The Royal College of Nursing (RCN) in Wales Nurse of the Year Awards are finally here.**

What an honour it is to be able to write that this is our 10th celebratory event for nurses and nursing in Wales, and to commend all the hard work, innovation and dedication of nurses, midwives, and health care support workers across Wales.

This past year we have been focused on our #FairPayForNursing campaign. I've been overwhelmed by the unwavering commitment from our members who - for the first time in the 106-year history of the RCN - voted to take industrial action in the fight for fair pay and safe patient care. Strike action is always the last resort, but nursing staff in Wales have demonstrated just how determined they are to secure a better future for the profession in Wales.

Whilst the pay campaign has certainly been front and centre at RCN Wales, we have continued work on some incredible projects. Just this month we launched a report and short film that celebrates registered nurses working in care homes and offers solutions for the Welsh Government and other key stakeholders to improve the support and development of this vital role.

RCN Wales Headquarters:  
Tŷ Maeth, King George V Drive East, Cardiff CF14 4XZ

RCN North Wales Office:  
Plas Eirias Business Centre, Abergele Road, Colwyn Bay LL29 8BF

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We invest in wellbeing Silver

Our RCN Wales Nurse of the Year Alumni has been going from strength to strength too, with many of our “graduates” from the past 10 years receiving numerous accolades for the important work they do for the nursing profession.

RCN Wales Nurse of the Year awards provide an amazing platform for nominees and winners, enabling them to open new and exciting doors and to continue making an impact on the world of nursing for years to come. I'm delighted that through these awards we can showcase the nursing staff who, even through the most challenging of times, have gone above and beyond and shown how dedicated they are to their patients and to their work in improving health care in Wales.

So, thank you - and congratulations - to all our finalists! These awards are for you and because of you. You deserve to be recognised and celebrated.

I would also like to express my sincere gratitude to all our awards sponsors for their generosity and ongoing support.

**Enjoy your evening!**



## Master of Ceremony / Entertainment



**JASON  
MOHAMMAD**

BBC TV and radio presenter Jason Mohammad is one of the most sought-after hosts in the events world. Best known for his role on BBC One's fast live football scores FINAL SCORE and flagship football show MATCH OF THE DAY and MOTD2, Jason's professionalism, warmth and humour make him a massive hit with live audiences.

Jason is also a very proud member of the BBC Radio 2 family lining up alongside Zoe Ball, Claudia Winkleman and Dermot O'Leary as one of their famous voices.

Jason presents Good Morning Sunday on BBC Radio 2 between 6am and 9am every week and hosts the brand new sports quiz on S4C, Pencampwyr. Jason has also just completed a wonderful new TV series on the world's greatest stadiums, again for S4C.

The Cardiff-born presenter has also fronted some of the BBC's biggest television output including the Olympic Games, the Commonwealth Games, FA Cup finals, World Cup finals and the Six Nations.

He's made films for The One Show and co-presented BBC One's Crimewatch with Sophie Raworth and Kirsty Young.

Jason works between London, Salford and Cardiff and is a fluent Welsh speaker - appearing regularly on S4C (the Welsh language television channel) and BBC Radio Cymru. He even has time for his own show on BBC Radio Wales - where he fronts a phone-in show in the English language.

Jason has travelled the world with the BBC fronting TV coverage from Brazil to the United States to Australia and is equally at home interviewing Hollywood A-listers and music stars as he is chatting to the world's biggest football names.

Jason co-owns a TV production company and has recently created his own media academy. He's also a keen filmmaker having made TV documentaries on his faith in Mecca, his upbringing in Wales and historic architecture in Egypt.

Given his unique ability to chair, present and interact, some of the world's biggest brands have booked Jason for awards and events including HP, UEFA, Mercedes and Maserati.

## Entertainment

This evening's performers are Jazz pianist Nils Kavanagh and vocalist Sylvie Noble, from the Royal Welsh College of Music & Drama, BMus (Hons) Jazz course.

From weddings to conferences, from concerts to themed events, our talented performers can help transform your occasion. As one of only nine specialist music conservatoires in the UK, our musicians are amongst the very best new talent in the country. Each is preparing for a career as a professional performer, so not only will you be hiring the very best, young and enthusiastic individuals for your special occasion, but also, they come with a

**ROYAL WELSH COLLEGE  
OF MUSIC & DRAMA  
COLEG BRENHINOL  
CERDD A DRAMA CYMRU**

dedication and passion for their profession. Our experienced staff can advise on which performers may suit your event, and we will do our best to tailor the music to suit the occasion. All performers are selected for external engagements following audition.

For more information on our current performers please visit: [www.rwcmd.ac.uk/who-we-are/hire-us/hire-performer](http://www.rwcmd.ac.uk/who-we-are/hire-us/hire-performer) or contact us via [email.musicians@rwcmd.ac.uk](mailto:email.musicians@rwcmd.ac.uk) or telephone 029 2039 1402.

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THIS EVENING'S ENTERTAINMENT IS SPONSORED BY  
**BRADBYS WEALTH MANAGEMENT**



**BRADBYS**  
WEALTH MANAGEMENT

# Lifetime Achievement Award 2023

SPONSORED BY  
**CWM TAF MORGANNWG UNIVERSITY HEALTH BOARD**



This award recognises an exceptional Registered Nurse who has made a career-long contribution to nursing practice, resulting in a legacy of sustainably improved outcomes for individuals, communities and the wider population.

Nominees for this award will also have made a significant contribution to the development of nursing as a profession that is valued by society.

## Criteria for Award:

The successful nominee will have made a sustained lifetime contribution towards the significant advancement of nursing on a national and/or international level. The winning nurse is recognised as:

- Able to demonstrate a track record of progressive leadership, and will have inspired advanced nursing practice
- Being an expert in their field, having delivered measurable improvements in the quality of care.

**The 2023 Lifetime Achievement Award will be announced at the award ceremony.**

Shortlisted nominees for the 2023 Award are:



**PROFESSOR JUDITH CARRIER**

Professor of Nursing, Co-Deputy Director Wales Centre for Evidence Based Care, Cardiff University



**JUDITH HILL**

Head of Integrated Care, Cardiff and Vale University Health Board



**CLAIRE HURLIN**

Strategic Head of Community and Chronic Conditions Management, Hywel Dda University Health Board



**JILL PATERSON**

Director of Primary, Community and Long Term Care, Hywel Dda University Health Board



**DR NICOLA WEST**

Consultant Nurse for Breast Care, Cardiff and Vale University Health Board



**LOUISE WILLIAMS**

Nurse Advisor for Medicines Management, Cardiff and Vale University Health Board

## PREVIOUS LIFETIME ACHIEVEMENT AWARD WINNERS:

- 2013 Helen Bennett** Clinical Board Nurse, Mental Health, Cardiff and Vale University Health Board
- 2014 Daphne Meredith-Smith** Head of Mental Health Nursing, Cwm Taf University Health Board
- 2015 Brenda Scourfield** School Health Nurse, Hywel Dda University Health Board
- 2016 Karen Logan OBE** Consultant Nurse - Continence, Aneurin Bevan University Health Board
- 2017 Tanya Strange MBE** Divisional Nurse, Primary Care and Networks, Aneurin Bevan University Health Board
- 2018 Professor Ruth Northway OBE FRCN** Professor of Learning Disability Nursing, University of South Wales
- 2019 Angela Haley** Senior Nurse, Respiratory Services, Aneurin Bevan University Health Board
- 2021 Caroline Whittaker RRC OstJ** Quality Lead, Public Health Wales

# Our Award Sponsors

## LIFETIME ACHIEVEMENT AWARD

SPONSORED BY  
**CWM TAF MORGANNWG UNIVERSITY HEALTH BOARD**



Cwm Taf Morgannwg University Health Board (CTM) provides primary, community, hospital and mental health services to the 450,000 people living in three County Boroughs: Bridgend, Merthyr Tydfil and Rhondda Cynon Taf. The Health Board is also responsible for the provision of specialist child and adolescent mental health services for South Wales.

The Health Board employs almost 12,000 staff; our workforce is the lifeblood not only of the Health Board, but also many of the

communities that we serve. We take our role as one of the largest employers in the area very seriously which is evident in our wide-ranging partnership working, dedication to our corporate social responsibilities and the importance we place on building relationships with our staff and community.

At CTM we believe in innovation to make improvements to clinical care. We are especially proud of our Academic Centre in Merthyr Tydfil, which is helping to train future doctors in community medicine.

## CHILDREN AND MIDWIFERY AWARD

SPONSORED BY  
**BETSI CADWALADR UNIVERSITY HEALTH BOARD**



Betsi Cadwaladr University Health Board (BCUHB) is the largest health organisation in Wales, with a budget of £1.87 billion and a workforce of over 19,000. The Health Board is responsible for the delivery of health care services to more than 700,000 people across the six counties of North Wales (Anglesey, Gwynedd, Conwy, Denbighshire, Flintshire

and Wrexham). The Health Board operates three district general hospitals, 18 other acute and community hospitals, and over 90 health centres. The Health Board also co-ordinates the work of GP practices, and NHS services from dentists, opticians and pharmacies in North Wales.

## COMMUNITY NURSING AWARD

SPONSORED BY **HYWEL DDA UNIVERSITY HEALTH BOARD**



Hywel Dda University Health Board provide and commission services for a population of around 384,000 in Carmarthenshire, Ceredigion and Pembrokeshire. It provides acute, primary, community, mental health and learning disabilities services in a variety of settings including general and community hospitals, health centres, community health care facilities and within patient's own homes.

Registered nursing and midwifery staff account for approximately 32% of the Health Board's workforce and are integral to positively influencing the health care experience of patients at all levels - from the impact they have on national policy and education, to the care they provide at the bedside and, increasingly, within patients' own homes.

## IMPROVING INDIVIDUAL AND POPULATION HEALTH AWARD

SPONSORED BY **PUBLIC HEALTH WALES**



Public Health Wales is the national public health agency for Wales.

Public Health Wales is there to help all people in Wales live longer, healthier lives through collaborative working for a healthier Wales

Our strategic priorities are:

- Influencing the wider determinants of health
- Promoting mental and social wellbeing

- Promoting healthy behaviours
- Supporting the development of a sustainable health and care system focused on prevention and early intervention
- Delivering excellent public health services to maximise population health and health equity
- Tackling the public health effects of climate change

# Our Award Sponsors

## LEARNING DISABILITIES AND MENTAL HEALTH AWARD

SPONSORED BY ANEURIN BEVAN UNIVERSITY HEALTH BOARD



Aneurin Bevan University Health Board (ABUHB) covers the areas of Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen. It serves an estimated population of over 639,000 people, approximately 21% of the total Welsh population.

In recent years, the Health Board has developed and implemented new and effective models of care in partnership with local authorities and third sector organisations to respond to the changing needs of local people. Their ambitious plan is to deliver more care closer to home, create a network of local hospitals providing

routine diagnostic and treatment services and centralising specialist and critical care services in one place at The Grange University Hospital, which opened in November 2020.

ABUHB has earned a reputation for being an innovative organisation with strong values of supporting and developing staff. Nurses and midwives at all levels are positively encouraged and supported to showcase good ideas, services, technologies and policies that support practice and improve patient care.

## PRIMARY CARE NURSING AWARD

SPONSORED BY BMA CYMRU WALES



Cymru Wales

BMA Cymru Wales is the Welsh arm of the British Medical Association (BMA), working to represent and negotiate on behalf of all doctors across Wales. As a trade union, the BMA is a leading voice, advocating for outstanding health care and a healthy population. The BMA is a democratic and

member-led organisation, which provides excellent individual services and support throughout members' lives.

The BMA is committed to an NHS that remains true to its founding principles – comprehensive, free at the point of care and with equal access for all.

## SUZANNE GOODALL PAEDIATRIC PALLIATIVE CARE NURSING AWARD

SPONSORED BY TŶ HAFAN CHILDREN'S HOSPICE



After retiring as an occupational therapist, Suzanne Goodall, founder of Tŷ Hafan, spent the next 11 years realising her vision to establish a children's hospice for Wales.

Suzanne, a Beddau resident, believed the care and support provided for children with life-shortening conditions should be holistic, family-focused and available, free of charge, when and where needed most.

It is a lasting tribute to Suzanne that her philosophy continues to underpin the bespoke care and support provided to each

child and their family cared for by Tŷ Hafan so that every life, however short, is lived to the full.

Today Tŷ Hafan supports children and families not only at its hospice in Sully, but also in hospitals, homes and communities across Wales. Suzanne's vision continues to inspire nurses across the country to deliver compassionate care and support that enables full and active lives for children with life-shortening conditions and creates lasting memories for their families.



# Our Award Sponsors

## ADVANCED AND SPECIALIST NURSING AWARD

SPONSORED BY **CARDIFF AND VALE UNIVERSITY HEALTH BOARD**



Cardiff and Vale University Health Board is one of the largest NHS organisations employing 17,000 staff, 43% of which are nursing and midwives.

Serving a local population of 500,000 people, the Health Board provides a range of health and wellbeing services from primary and community care through to acute and highly-specialised services. Cardiff & Vale is also a provider of tertiary services for the

wider population across Wales supporting complex services such as neurosciences, cardiac services, nephrology and transplant, Welsh Gender Service and the Major Trauma Centre. The Health Board also prides itself on innovation in healthcare, most recently commissioning the Versius Robot to treat colorectal cancer patients to improve their outcome and recovery times.

## HEALTH CARE SUPPORT WORKER AWARD

SPONSORED BY **WELSH HEALTH SPECIALISED SERVICES COMMITTEE**



Welsh Health Specialised Services Committee are proud to be able to sponsor the Health Care Support Worker Award. They are a critical and valued part of the workforce in delivering services and caring for patients.

WHSSC is responsible for commissioning a range of specialised and highly-specialised services on behalf of the seven local health

boards in Wales. Specialised services are generally complex in nature and a costly element of patient care. Most of the services are commissioned from the NHS in Wales but a significant number of services, typically those for patients with very rare diseases, are commissioned from England. The budget is around £750m a year.

## SUPPORTING EDUCATION AND LEARNING IN PRACTICE AWARD

SPONSORED BY **UNIVERSITY OF SOUTH WALES**



The University of South Wales is a proud sponsor of this award. With approximately 1500 nursing and midwifery students, we are proud and committed contributors to the health care workforce. With 50% of these programmes delivered in the practice learning environment, a close working

relationship with our clinical partners is essential. The success of our pre-registration programmes would not be possible without the dedication shown by academics and clinicians who support our students.

## NURSE EDUCATION AWARD

SPONSORED BY **SWANSEA BAY UNIVERSITY HEALTH BOARD**



Swansea Bay University Health Board provides care for around 390,000 people in Swansea and Neath Port Talbot with a range of tertiary services, employing approximately 13,000 staff. It has three main hospitals – Morriston, Singleton and Neath Port Talbot – along with a community hospital. It provides mental health and learning disabilities services in both hospital and community

settings and has responsibility for primary health care including GPs, dentists, pharmacies and ophthalmologists.

Swansea Bay UHB is home to the Welsh Centre for Burns and Plastic Surgery. It also works in partnership with Swansea University and its School of Medicine, the School of Human and Health Sciences and the Institute of Life Science 1 and 2.

# Our Award Sponsors

## NURSING STUDENT AWARD

SPONSORED BY **HEALTH EDUCATION AND IMPROVEMENT WALES**



Health Education and Improvement Wales (HEIW) was established on 1 October 2018. It is a special health authority within NHS Wales, created by bringing together three key organisations for health: the Wales Deanery, NHS Wales' Workforce Education and Development Services (WEDS), and the Wales Centre for Pharmacy Professional Education (WCPPE). Sitting alongside health boards and

trusts, HEIW has a leading role in the education, training, development and shaping of the health care workforce in Wales to deliver safe and quality care to the people of Wales. Its key functions include: education and training, workforce development and modernisation, leadership development, strategic workforce planning, workforce intelligence, careers and widening access to health education.

## REGISTERED NURSE (ADULT) AWARD

SPONSORED BY **POWYS TEACHING HEALTH BOARD**



Powys Teaching Health Board is delivering an ambitious shared strategy for a "Healthy, Caring Powys" to support local people to Start Well, Live Well and Age Well.

Covering a large rural county, community and primary care is at the forefront of everything we do, working closely with Powys County Council with whom we are coterminous, as well as ensuring vibrant relationships with the third sector and with secondary and tertiary care providers in Wales and England.

This means that working in Powys offers a unique opportunity for creativity, innovation and clinical & professional autonomy to deliver as much integrated care and support as close to home as possible, and to develop pathways of care with neighbouring providers that keep patients at the centre.

Wherever you live in Wales, Powys is within easy reach and we offer you a warm welcome to our friendly team.

## CHIEF NURSING OFFICER FOR WALES AWARD

SPONSORED BY **THE CHIEF NURSING OFFICER FOR WALES, WELSH GOVERNMENT**



The Office of the Chief Nursing Officer for Wales is led by Sue Tranka, who is supported by five Nursing Officers and a Chief Midwifery Officer, each of whom has a portfolio of areas on which they lead. Together they provide clear and visible leadership to the nursing and midwifery professions in Wales, whilst also

giving expert professional advice to the Minister for Health and Social Services and senior officials within the Welsh Government. The Chief Nursing Officer is the head of the nursing and midwifery professions in Wales and, as such, sets the professional agenda and future direction for these professions.

## INNOVATION AND DIGITALISATION IN NURSING AWARD

SPONSORED BY **FRONTIER MEDICAL GROUP**



Frontier Medical Group manufactures and markets a range of medical devices focused on Pressure Area Care (PAC).

Frontier Medical's PAC solutions include:

- Repose® - a range of reactive air, pressure redistribution and reduction support surfaces for the prevention and treatment of pressure ulcers, and originally developed by the NHS in Cardiff.
- Toto® - an automated lateral patient turning system placed under any mattress, on any bed, enabling patient-prescribed lateral

turning intervals even when patients are sleeping.

- Dermisplus® Prevent - a range of polymer gel pressure redistribution pads designed to reduce the risk of pressure damage as part of a PAC strategy. New Dermisplus Prevent Tubing: an innovative polymer gel tubes designed to reduce the risk of MDRPUs.

Frontier Medical Group is based in Tredegar, employing over 100 staff and has recently set up direct sales organisations in the USA and Germany.

# Our Award Sponsors

## SUPPORTING IMPROVEMENT THROUGH RESEARCH AWARD

SPONSORED BY **CARDIFF UNIVERSITY**

Cardiff School of Healthcare Sciences is a dynamic and innovative School encompassing a broad range of health care professions.

The School is committed to the development of impactful health care knowledge that directly improves health outcomes and health care for patients and families. Faculty and students pride themselves on pursuing research and scholarship of the highest quality and which stands at the forefront of

health care and policy debates at international, national and local levels.

For the School's students, the multidisciplinary nature of their learning environment and access to teaching by internationally distinguished researchers ensures they become skilled, knowledgeable and compassionate health care professionals committed to an ethos of evidence-based care.



## CARE OF THE OLDER PERSON AWARD

SPONSORED BY **UNIVERSITY OF WALES TRINITY SAINT DAVID**

The University offers a distinctive health and wellbeing portfolio which facilitates an inter-disciplinary approach to curriculum development and applied research.

The University supports health and care delivery, the development of applied research and innovation as well as technical and digital skills, so that we can build capacity, address skills deficits, upskill and reskill the workforce, particularly post-pandemic.

The location of our campuses across south and mid-Wales enables us to work with key partners, including our local health boards, to benefit the health and wellbeing of our region by bringing our expertise together to make tangible differences to the lives of individuals in our communities.



## WALES NURSE OF THE YEAR AWARD 2023

SPONSORED BY **VELINDRE UNIVERSITY NHS TRUST**

Velindre University NHS Trust provides a range of local, regional and national specialist services. We aim to deliver excellent care, inspirational learning and to support healthier people. Delivering quality care and excellence to our patients and donors is at the heart of our organisation. The two core services provided by Velindre University NHS Trust are:

The Welsh Blood Service provides a national role in the delivery of blood and transplantation services in Wales. It works to ensure that the donor's gift of blood is transformed into safe and effective blood and blood components which allow NHS Wales to improve the quality of life and save

the lives of many thousands of people in Wales every year.

The Velindre Cancer Service provides specialist non-surgical cancer treatments and services to people living in South East Wales and wider. The Cancer Centre is a specialist treatment, teaching, research and development centre for non-surgical oncology, delivering chemotherapy, radiotherapy and related treatments and caring for patients with specialist palliative care needs.

Velindre University NHS Trust also hosts Health Technology Wales and NHS Wales Shared Services Partnership.



## Our Award Sponsors

### RCN WALES NURSE OF THE YEAR AWARDS: DINNER

SPONSORED BY **BANGOR UNIVERSITY**

The School of Medical and Health Sciences at Bangor University uses its expertise and experience to provide learning and to generate new solutions to health and care challenges. We achieve this through undertaking leading health and care research, scholarship, and teaching and learning that is of the highest standard and value to students, practitioners, service users, and stakeholders including our practice learning partners. The school's mission is to be an international example of best-practice in partnership-working with students,

professionals, health and social care services and policy makers. The School provides a range of allied health and care programmes in addition to nursing and have successfully implemented interprofessional learning across our programmes. We are particularly proud of the bilingual heritage in Wales, and we provide special attention to maintaining language and cultural competence in all our work with regional, national, and international partners and through the provision of bilingual educational programmes.



### RCN WALES NURSE OF THE YEAR AWARDS: WELCOME RECEPTION

SPONSORED BY **FIELD BAY**

Fieldbay, part of the ivolve group, specialise in the care of adults with complex care needs; mental health conditions, learning disabilities, long-term neurological conditions and brain injury. We provide care across 5 counties, covering South and West Wales. Fieldbay has grown from one small nursing home to become a major provider of care in Wales, supporting more than 400 individuals across 30+ care settings, and employing over 1000 colleagues. We provide a range of care

options, including nursing homes, domiciliary care and supported living services. Service users are referred from in-patient settings and the community, as well as forensic settings and other care providers. We are an award winning, values led organization; championing kindness, resilience and passion for care, with the people that we care for at the heart of everything we do. Our workforce is supported to grow and develop. We are a listening, learning and nurturing employer.



### RCN WALES NURSE OF THE YEAR AWARDS: FLORAL TABLE DECORATIONS AND BOUQUETS

SPONSORED BY  
**WELSH AMBULANCE SERVICES NHS TRUST**

The Welsh Ambulance Service is the national provider of pre-hospital urgent and emergence care to the population of Wales. WAST provides the national 999 and 111Wales services and has a significant registered nursing workforce working alongside paramedics, emergency medical technicians and other health care support workers. Registered nurses are a critical part of our workforce leading a number of specialist areas such as Safeguarding, Infection

Prevention and Control and our approach to Putting Things Right. Within our 999 and 111Wales service, registered nurses and midwives play key roles in support of patients with remote clinical consultations to determine the best approach to supporting their care and, to our crews in providing specialist advice and guidance, eg Mental Health Practitioners led by a Nurse Consultant supporting the 999 service.



## Children and Midwifery Award



### CARA MORUZZI

Interim Specialist  
Midwife Perinatal  
Mental Health,  
Cardiff and Vale  
University Health  
Board

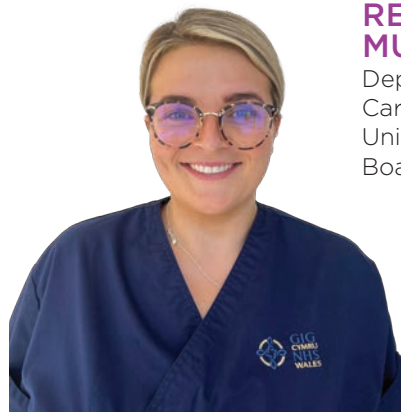
Cara gives the highest level of care to women with significant mental health illness during pregnancy. She was central to the development of a midwife-led clinic alongside the perinatal psychiatrist and obstetrician, providing continuity of care to prepare them for birth.

She independently completed stabilisation and skills training, helping her to build a workshop for women in her care, and she maintained effective links between the perinatal midwife network and the All Wales mother and baby unit.

Cara stepped into the interim specialist midwife post for perinatal mental health at short notice in 2021, but her passion and dedication quickly became clear.

Perinatal nurse colleagues said Cara “shows genuine compassion for the women and is respectful of individual women’s needs and cultural and social differences.” A perinatal pharmacist commented that she “has a great way of speaking with women and reassuring them, especially those with serious mental illness.” This included a woman who had attempted to take her life during pregnancy.

Cara truly cares about her work and is passionate about improving outcomes for women and their families. The panel felt she used lived experiences to be credible and human.



### REBEKAH MURPHY

Deputy Sister,  
Cardiff and Vale  
University Health  
Board

Rebekah made a major contribution to recognising sepsis in under one-year olds, developing a specialist paediatric observation chart specifically for them.

As a deputy sister in the paediatric emergency unit of the University Hospital of Wales, Cardiff, Rebekah shares responsibility for the emergency care of approximately 100,000 children in the region, with her unit the major trauma centre for south Wales.

Her role with the paediatric sepsis working group enabled Rebekah to fully recognise the importance of identifying sepsis across the first year of life. She designed a chart with a colour coded early warning score to allow users to recognise risk of illness and deterioration. It also gives staff guidance for escalation procedures for those with a higher score.

After approval from clinical board quality and safety groups, implementation began in December 2021. Rebekah delivered training and supported staff throughout the transition, and the paediatric observation chart is now embedded into practice. Early recognition helps to reduce mortality and morbidity through early intervention and treatment.

Rebekah’s passion and professionalism was demonstrated in dedicating her own time to complete the project so implementation could begin as soon as possible, swiftly ensuring the best outcomes.

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BETSI CADWALADR UNIVERSITY HEALTH BOARD



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Betsi Cadwaladr  
University Health Board

# Community Nursing Award

## LOUISE HYMERS

Macmillan Lead Nurse for Cancer and Palliative Care, Powys Teaching Health Board



Louise is a visionary nurse leader for community palliative care. She is responsible for implementing CARiAD, a responsive, timely and person-centred care package first introduced to the community of Powys in 2020.

CARiAD involves the carer-administration of subcutaneous (SC) medication for common breakthrough symptoms of people who are dying at home. It allows patients to stay at home and receive improved quality of care from informal carers in the last days of their life.

As a Macmillan Lead Nurse for Cancer and Palliative Care, Louise is passionate about improving end-of-life care. This was reflected in evidence showing CARiAD's positive impact in timely end-of-life symptom control across the rural county of Powys, which has no 24-hour district nursing service.

Louise has increased the ability of people to remain at home for end-of-life care, with carers feeling empowered and valued in their role. Her change implementation skills have inspired community teams across the region.

She demonstrated true foresight and dedication to rural community needs in response to the challenges of COVID-19. The panel felt that Louise introduced a way of working that was, "truly game-changing". Feedback from relatives has called her work, "a godsend".

## SIAN LEWIS

Clinical Lead Nurse and **BIANCA OAKLEY**

Advanced Nurse Practitioner, Hywel Dda University Health Board



Sian and Bianca established the Minor Injury/Same Day Urgent Care (SDUC) service in Cardigan Integrated Care Centre, a Welsh Government-funded new-build.

Data collected over three months at the start of 2021 showed 756 people presenting, but not admitted, to emergency departments in Aberystwyth, Carmarthen and Haverfordwest, lived within 20 miles of Cardigan Integrated Care Centre. Of those, 618 could have had their needs met by an SDUC service led by an advanced nurse practitioner.

Clinical Lead Nurse, Sian, and Advanced Nurse Practitioner, Bianca, have driven the new service for local care. They recognised that a whole system approach is essential, collaborating with health and social care colleagues from the start, involving expertise already at the centre.

Their efforts have given patients access to care closer to home, and reduced the pressure at general hospital sites. Attendance currently averages 60 patients per day, and the service also has the flexibility to provide an outreach service when required.

The transformational service reflects Sian and Bianca's tireless commitment to improving SDUC in local communities. The panel said they have challenged traditional ways of working through a real passion for delivering effective care, closer to home.

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# Improving Individual and Population Health Award



## TRACY EVANS

Clinical Nurse Specialist,  
Homeless and Vulnerable  
Adults, Cwm Taf  
Morgannwg University  
Health Board

Tracy has been vital to improving health outcomes and access to services for vulnerable groups, including those experiencing homelessness. She developed new and improved ways of supporting people with highly complex needs, giving expert support and healthcare coordination.

In post since June 2021, Tracy has shown exceptional positivity and leadership, partnering with local authorities and third sector housing providers. She develops effective working relationships, collaborating across three local authorities with hostel and temporary housing staff, as well as a Welsh Government-funded outreach team.

The network of positive connections Tracy established helped to ensure that people receive appropriate evidence-based care and support, when it was not perceived as accessible before her appointment. She has worked to connect people with an array of services, including, but not limited to, general practitioners, mental health and community drug and alcohol teams, podiatry, sexual health clinics, and vaccination teams.

Tracy's adaptable approach to respond to individual needs is clear. One example of this is how, alongside local charities, she undertook early-morning breakfast runs for homeless people, and provides care on the streets. By building relationships, she gains trust and makes a tangible difference.



## SHARON WEBBER

Public Health Specialist  
Midwife, Cwm Taf  
Morgannwg University  
Health Board

Sharon established a maternity smoking cessation service as a core service across Cwm Taf Morgannwg University Health Board.

Data collected by the health board in 2019 indicated that 22% of pregnant women were registered as smokers, while a 2019 independent maternity review highlighted the link between smoking and stillbirth. The review recommended that communication was improved to prevent delays in identifying high risk cases along with associated mortality and morbidity.

Changes led by Sharon's work mean a public health congratulations letter now gives pregnant women the information to self-refer, encouraging early access to the smoking cessation service. New Carbon Monoxide monitoring at every stage, including postnatal, has detected issues including passive smoking and faulty boilers. Midwifery support workers address general health through activity as a distraction technique, offering stress balls and pedometers.

The panel was impressed by how Sharon demonstrated a robust approach to the application of evidence-based practice and data in the smoking cessation service, improving health outcomes for mothers and babies. She showed how she engages the team and wider healthcare professionals, enabling them to make every contact count in improving individual and population health.

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# Learning Disabilities and Mental Health Award

## MELANIE RIX-TAYLOR

Nurse Advisor - Learning Disabilities, Mental Health & Learning Disability Commissioning Healthcare Team, Hywel Dda University Health Board



A registered Learning Disabilities Nurse since 1984, Melanie has worked for the last ten years in the Mental Health and Learning Disability team as a Continuing Health Care case manager.

Melanie responded to the needs of her patients and their families to help people with profound and multiple learning disabilities at a time of crisis in the pandemic.

People with profound and multiple learning disabilities are a small group with significant needs, often cared for at home by their families who sometimes struggle to access support.

During the pandemic, community services and respite were reduced, leaving families isolated and struggling.

It became clear that many feared their children may end up in specialist units far away because there were no suitable local options.

Melanie contacted providers and found an opportunity in a new development for a small, dedicated unit. She also identified a small group of compatible people to prioritise for these beds.

She then worked with families and their care coordinators to develop individual plans.

Several have now moved into the unit and are doing well. Melanie has helped address any issues quickly and continues to link with families and listen to any concerns.

## JUDITH WALL and BETHAN WILLIAMS

Acute Learning Disability Liaison Nurses, Swansea Bay University Health Board



Judith and Bethan developed the Acute Learning Disability Liaison Service across Cwm Taf Morgannwg University Health Board.

The service promotes individual and holistic patient care to improve health experiences of people with learning disabilities, who often face barriers in accessing good health care.

As Acute Learning Disability Liaison Nurses, Judith and Bethan have worked tirelessly through the challenges of the pandemic to raise the profile of people with a learning disability and highlight their needs.

As well as giving clinical support, they have supported health staff and provided training.

They contributed to a clinical policy, 'People with a Learning Disability Accessing Acute Secondary Care', translating Welsh standards into a health board-wide policy.

They developed a learning disability page on the staff intranet, and are now piloting a Reminiscence/Rehabilitation and Interactive Therapy Activities (RITA) system, allowing patients to use apps and games to reduce their stress.

Judith and Bethan also developed sensory boxes for different wards and departments and are working with a graphic design student to improve the design of the learning disability information boards.

These are having a very positive impact for people with a learning disability coming into hospital especially in helping them to feel calm and reduce distress.

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# Primary Care Nursing Award



## ANDREA DORRINGTON

Lead Nurse for Urgent Primary Care, Cwm Taf Morgannwg University Health Board

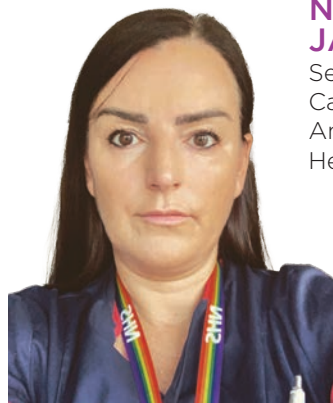
Andrea was the lead nurse in establishing a Community Respiratory Hub to provide immediate symptom relief or palliation for patients experiencing breathlessness, agitation, anxiety, pain, or delirium because of COVID-19.

Her leadership in rapidly establishing this new service at the outset of the pandemic was critical to its success. The achievement is even more impressive because she was continuing her day job as Lead Nurse for Urgent Primary Care and worked clinically as part of the GP out-of-hours service as an Advanced Nurse Practitioner.

The Hub enabled many patients to stay at home for care, and it extended management plans and treatment to care homes, district nurses and paramedics caring for patients with confirmed or suspected COVID-19 in the community.

Many aspects of the Hub's service have now been embedded into GP out-of-hours delivery and core service delivery, so patients can remain at home and receive timely pain relief at end-of-life in line with Welsh Government strategy.

Andrea's enthusiasm for nursing at every level and developing teams with inspirational leadership shows how linking different roles can help to improve patient care.



## NATALIE JANES

Senior Nurse Primary Care Clinical Services, Aneurin Bevan University Health Board

Natalie is an innovative and positive senior nurse, whose work as lead on the oxygen (O2) service has helped prevent admissions, reduce emergency GP contacts, and ensure respiratory patients receive the right care in the right place at the right time.

Natalie and her respiratory team go above and beyond expectations, ensuring patients requiring respiratory care are individually supported and receive high standard of safe care 'closer to home'.

She supported the All-Wales O2 Respiratory Health Improvement Group to design unified documentation, standard operating procedures, and robust risk assessment by working collaboratively with teams including the Fire Service.

During the pandemic, Natalie ensured over 1,000 patients receiving oxygen were contacted, assessed, and advised via virtual platforms. Where there were social isolation and other risks, patients were referred to services including meals on wheels and Community Connectors.

Natalie and her team also provide accredited training on respiratory conditions. As a result of her enthusiasm and excellent leadership, the respiratory team have gained support from the Queen's Nursing Institute and Bevan Exemplar to continue the work across Primary and Community Care.

The panel was impressed by Natalie's honesty in her leadership style, showing insight and self-awareness and considering her own wellbeing and that of her staff.

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# Suzanne Goodall Paediatric Palliative Care Nursing Award



## NICOLE CRIMMINGS

Family Support Lead,  
Tŷ Hafan and

## ROISIN HOLLINGER

Clinical Band 7 Nurse,  
Paediatric Critical  
Care Unit, Noahs Ark  
Children's Hospital,  
Cardiff and Vale  
University Health  
Board



## KERRI ROWE

Paediatric  
Oncology  
Outreach Nurse  
Specialist,  
Hywel Dda  
University  
Health Board

Nicole and Roisin have jointly delivered the Post Organ Donation Hospice Care Pathway, a project that has the potential to make a significant improvement to the care provided to families whose child is at end-of-life and where organ donation is being considered.

They work for Tŷ Hafan and Paediatric Critical Care (PCCU) in University Hospital of Wales respectively, and the panel was impressed that they had achieved so much despite having not met in person until the day of the Nurse of the Year interview – their many previous meetings were all virtual because of the pandemic.

The project is grounded in Nicole and Roisin's innate understanding of the needs of families in this traumatic situation and underpinned by national guidance.

Tŷ Hafan provides end-of-life care to children and their families including post-death care at the hospice for up to 48 hours. The PCCU team recognised the hospice's unique environment and that the busy PCCU is not always the most conducive place to meet families' needs.

They also recognised that by offering this enhanced holistic support at Tŷ Hafan, including the option for more meaningful time to say their farewells, that more families may engage in donation.

After intensive collaboration with colleagues over 18 months, they launched the care pathway in March 2022.

Kerri is an inspiring, dedicated Paediatric Oncology Outreach Nurse (POONS) working across Hywel Dda University Health Board.

The panel described Kerri as “empathetic, passionate, innovative and a truly transformational leader in this field of nursing who demonstrates excellent leadership and long-standing commitment”.

Since being in post, she has developed her skills and expertise and always goes above and beyond for the children, young people and families under her care.

Kerri is a keen innovator and her work is underpinned by up-to-date research and evidence base. As part of her MSc in Palliative Medicine at Cardiff University, she has undertaken a small research study investigating the role of the POONS in providing bereavement care to families.

Kerri has been influential on leading on the implementation of local policy, guidance, and documentation for nursing staff for the Paediatric Oncology Shared Care Unit in Carmarthen.

During her quality improvement module as part of her MSc, she identified a concern locally around the safe administration of chemotherapy in the community and the need for pumps to improve patient safety and quality. Kerri is currently working in partnership with the clinical device training team and senior management to make improvements in this area.

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# Advanced and Specialist Nursing Award



## TARA REES

Lead Hepatology Clinical Nurse Specialist, Cardiff and Vale University Health Board

Tara demonstrated her passion for improving patient experience by creating new services for those with specialist needs. She recently produced a successful business case to set up a hepatocellular carcinoma service for patients with end-of-stage liver disease. The new service is a major step for a patient cohort who will have access to a key worker for the first time.

This achievement followed her establishment of the first community clinic in Wales to treat viral hepatitis C patients, and her creation of the hepatology clinical nurse specialist role.

As Lead Nurse Practitioner for the Hepatology service at Cardiff and Vale University Health Board, Tara is a clinical expert in the field. She has worked at an advanced level to advocate for a vulnerable patient cohort and has dedicated her career to building new services.

Tara applied her leadership responsibilities to practice and policy, interpreting new developments and guidance, and innovating service for better patient experience. She has also led on national accreditation for her hepatology service and been lead nurse for the All-Wales Liver Disease Delivery plan.

The panel felt she made an outstanding contribution to patient care and team development.



## TRICIA ROBERTS

Attention Deficit Hyperactivity Disorder Clinical Nurse Specialist, Hywel Dda University Health Board

Tricia pioneered work in the field of adult Attention Deficit Hyperactivity Disorder (ADHD) services in west Wales. She established services from scratch, fostering hope and positivity around acceptance and equality among the workforce and service users.

Constantly striving for innovation and development, while adhering to Welsh policy, strategy and NMC standards, Tricia understood the limited support and treatment available for those living with ADHD. She diligently juggled service development, line management, training, and the clinical day-to-day work of nursing.

Tricia was instrumental in every policy and pro forma needed by a specialist service, from referral form to prescribing guidelines. She carefully considered relationships with the health board's clinical governance, often working beyond her remit to ensure safe and fair working conditions, and effective service provision. As the team more than doubled in six months, her leadership skills were vital.

Tricia took direct action to benefit service users, taking courses and other learning opportunities in her own time. Gaining a non-medical prescriber qualification helped her to expand the service and reduce waiting times for people beginning treatment.

Her compassion and care shone throughout the services she helped to deliver.

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# Health Care Support Worker Award



## KELLY BROWN

Memory Link Worker,  
Cardiff and Vale University  
Health Board

Kelly ensured that cognitively impaired people in Cardiff and the Vale of Glamorgan received outstanding care and support during their admission.

As the first link worker appointed to the memory team, Kelly undertook essential activities with people experiencing cognitive impairment or post-operative delirium. She embraced this extremely challenging patient group, laying the foundations for her newly created role.

Her activities have included colouring, jigsaws and music, as well as tending to physical, mental and wellbeing needs. Kelly was rewarded by the joy of her patients when she painted their nails, plaited their hair, or gave them a shave, so they felt more comfortable, even if their surrounding environment was frightening and overwhelming at times.

When one patient became agitated about the death of his granddaughter, and the idea of being unable to attend the funeral, Kelly proactively made enquiries about whether she could attend the funeral with him, before arranging for it to happen. This helped to stabilise the patient. She also arranged for a patient's dogs to be brought onto hospital grounds as he was upset about being in hospital and away from his pets.

The panel recognised Kelly's passion and absolute love for her job.



## HEATHER FLEMING

Early Years Bladder  
and Bowel Assistant  
Practitioner, Cardiff  
and Vale University  
Health Board

Heather reduced the distress experienced by children and their parents and carers around childhood continence.

As the early years bladder and bowel assistant practitioner (EYBBAP) at Cardiff and Vale University Health Board, Heather gave appropriate care, advice, and support in the community. She worked tirelessly to develop the service and reach as many children and families as possible.

In giving preventative, early intervention care and support around toilet training and continence, Heather aimed to achieve equity of health outcomes. She gave education and training to early years settings in the community, such as children's centres, preschools and nurseries, ensuring continuity of care. She also gave one-to-one support in the home, building trusting professional relationships.

The contribution she made to overall health and wellbeing was pivotal at a time which can be extremely challenging and upsetting. Her support helped to reduce the waiting list for the paediatric continence service and helped to increase the number of fully toilet-trained children starting nursery or school.

The panel saw numerous examples where Heather's work led to significant impact and improved outcomes for children, and it was clear that she continually strives for excellence.

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# Supporting Education and Learning in Practice Award



**HAYLEY COMPTON**  
Operational Team  
Leader and  
**CARLA EVANS**  
Community Staff  
Nurse, Cwm Taf  
Morgannwg  
University  
Health Board



**LAURA LITTLE**  
Fetal Wellbeing and  
Surveillance Specialist  
Midwife, Cwm Taf  
Morgannwg University  
Health Board

Hayley and Carla developed educational programmes to train allied health professionals (AHPs) and local authority care staff to identify and escalate concerns about skin damage, especially in elderly and frail patients.

They led a task and finish group which has resulted in 50 AHPs and 70 care staff from the Bridgend area completing the educational programmes, leading to skin damage being identified earlier and treated sooner.

Because many patients are now supported at home without necessarily having a routine review from a community nurse, skin damage can sometimes go unreported.

Hayley and Carla identified a high number of skin-damage incidents from those teams dealing with frail patients and found there was no formal skin integrity training for AHPs and care staff.

They overcame many barriers to develop a training programme, and the local authority appointed an educational partner to provide ongoing support and supervision.

There has been a significant improvement in skin damage awareness and knowledge, with many more referrals to community nursing by these colleagues and shorter stays with the community nurses because skin damage is detected and treated earlier.

Hayley and Carla have shown determination to deliver this change, which has meant positive outcomes for patients and an increased confidence and knowledge for staff.

Laura is the first fetal wellbeing and surveillance specialist midwife in Wales. She is an effective leader and innovative practitioner, who is committed to improving midwifery services, educating staff, and improving outcomes for babies.

Among many innovations in her role at Cwm Taf Morgannwg University Health Board, Laura has co-ordinated and organised the training and implementation of a new system of cardiotocography (baby heartbeat) monitors and developed a training group for qualified maternity staff.

She also co-founded and is chair of the Fetal Monitoring Network Group which includes representation from all health boards in Wales.

She has been instrumental in introducing physiological interpretation of fetal monitoring into the Health Board, devising and adapting a new interpretation tool to enable the transition to a fully physiological approach. She has collaborated with each obstetric unit to revise reflection meetings to adapt to the challenges from the pandemic.

Laura's work has received national recognition by the Royal College of Obstetricians and Gynaecologists and British Medical Journal, for developing a virtual platform to facilitate reflective learning.

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# Nurse Education Award



**DIANA  
DE**

Senior Lecturer,  
Adult Nursing,  
Cardiff University

Diana is thoroughly committed to two key educational areas - cultural awareness in educational programmes and delivering the Return to Practice (RTP) programme.

She works hard to ensure equality, diversity and inclusion are championed in Cardiff University's School of Healthcare Sciences and conveyed to students through innovative and engaging sessions.

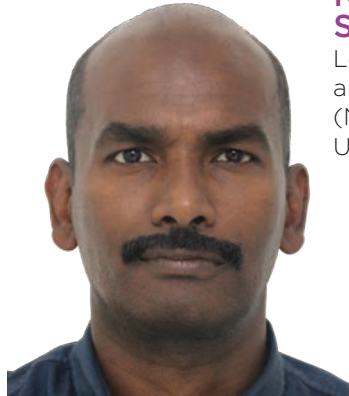
Diana has developed and led a new Global Health module on the Bachelor of Nursing programme, promoting equality and diversity in health care settings on a local, national and international level.

She recently made a successful case for the purchase of diverse skin-toned manikins to show sunburns and keloid scarring, and she has recorded role-play sessions related to honour violence.

She champions the importance of considering people's cultural values, beliefs and practices when providing care, and she likes to explore experiential and fun ways of learning and seeing students feel excited, even when the subject matter can be difficult.

In April 2020, in the first lockdown, Diana managed the new approved RTP and rose to the challenge of switching the programme from face-to-face to blended learning in a matter of days.

The panel feel sure her passion will continue to inspire others for many years.



**NELSON  
SELVARAJ**

Lecturer, Adult Nursing  
and Numeracy Lead  
(Nursing), Cardiff  
University

Nelson's leadership of undergraduate numeracy for nursing students at Cardiff University has seen a huge increase in passes at the first attempt.

By encouraging students to enjoy mathematics and not to be afraid of it, the percentage passing the exam first time increased by a third - from 64% to 86%, and he is working to increase it further.

Numeracy is vital to support safe medication practice, and Nelson wants to improve his students' understanding so they become confident professionals in an area of practice that many struggle with.

The panel was impressed by his enthusiasm, motivation, and passion - qualities which were recognised with a student-nominated Lecturer of the Year award in 2019.

He supported teaching and education to health board staff to work in the critical care environment at the onset of the pandemic, enabling more registered nurses to support critically ill people in hospital. He has also worked in vaccination centres.

Described as kind, caring and compassionate, Nelson is a role model to students and colleagues alike. His constant positive professional attitude provides exemplary evidence of leadership in support of students and colleagues.

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# Nursing Student Award



## ASTON NICHOLLS

Student Nurse (Adult),  
University of South  
Wales

Aston is described as an exceptional student, who goes above and beyond in everything he does.

In particular, he has raised awareness around, and helped improve the care and experience of patients from the LGBTQ+ community.

Aston started his course in March 2020, just as the pandemic struck. Since then, he has been a role model to his fellow students and others he has met along the way, due to his dynamic and unforgettable personality.

As well as working to exceptionally high standards, he gets actively involved in extracurricular activities. Aston is a passionate advocate for nursing, embracing opportunities to promote the profession at university open days and other events.

He is a course representative and chair of the Student Staff Course Liaison Group and has also given training to staff on preferred pronouns and has developed more training materials around LGBTQ+ awareness, aimed at healthcare students, staff and friends of the University of South Wales and beyond.

His colleagues say Aston's dedication and commitment have the potential to change lives and enhance practice across Wales.



## NIA SHEEHAN

Student Nurse  
(Mental Health),  
Swansea University  
and Hywel Dda  
University Health  
Board

Nia has shown exceptional pride in her work as a student nurse and has made a major contribution to transforming mental health support locally.

As a fluent Welsh speaker, Nia recognised the mental health and care needs of a rural population and has successfully introduced a health clinic, providing access to support for mental and physical health and social needs.

Being a student nurse through COVID-19 has come with many challenges but Nia has proven herself to be an integral member of the team, embodying the standards and values of the Hywel Dda University Health Board by showing exceptional clinical ability, dedication, care, and compassion.

When the pandemic struck, Nia worked as a student in a front-line service. This was especially challenging so early in her studies, and also Nia has three children, one with complex needs who was required to shield.

During her training Nia took the lead role in organising a One-Stop Health Clinic for patients suffering severe and enduring mental health problems.

Service users often feel too vulnerable to attend their GP for general health checks but are comfortable in this setting. Nia has worked tirelessly to create a bilingual environment of dignity, respect, and compassion which service users feel properly heard and seen.

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Improvement Wales (HEIW)

# Registered Nurse (Adult) Award



## ASSUNTA CROTHERS

Team Leader/  
Sister, Critical Care,  
Cardiff and  
Vale University  
Health Board

Assunta (Sunny) planned and implemented a project which has improved patient flow and discharge from critical care services.

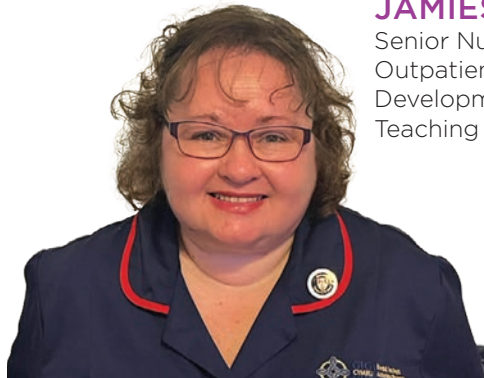
Sunny is a Band 7 Team Leader and Flow Co-ordinator in Critical Care in Wales' only Major Trauma Centre, where patients have advanced respiratory, renal, neurology, neurosurgery, spinal and polytrauma, cardiology, vascular and other high-risk surgical conditions.

Because of limited capacity, some critically ill patients have not been able to access intensive care units (ICU). She collaborated with colleagues to understand the capacity issues on wards when discharging patients from critical care and strengthened links with the patient access department which led to more early daytime discharges to the ward so medical teams were available for patient reviews.

More timely and appropriate ICU patient discharges have reduced rebound admissions, improved admission flow of patients, and ensured patients receive critical care therapies when needed.

The project now includes a dashboard system to keep patient details, admissions, planned discharges and flow through the unit up to date in real time.

This project's success is due to Sunny's innovation, determination and tenacity. It has led to an improved patient journey, and increased access to critical care for those needing it most.



## JUDITH JAMIESON

Senior Nurse Manager,  
Outpatients  
Development, Powys  
Teaching Health Board

Judith has made an outstanding improvement to the outpatients' service in Powys through her innovation and strategic thinking.

As sister in the outpatients' department in Brecon, she has turned what was considered a 'Cinderella service' into a vibrant and efficient system which would be transferable across Wales. She always puts patients first and ensures that any individual needs are met in a non-judgemental way through telephone triage in advance of appointments. This has led to reduced waiting times for outpatient appointments for both vascular and ophthalmic services.

Judith has tackled rural health inequalities by working with neighbouring health boards to ensure patients throughout Powys can access the same outpatients' service. She was instrumental in setting up a new service for patients who may have developed age-related macular degeneration. The service assesses and treats during a single visit with continued follow-up as required. Because it is local, it reduces travelling and waiting times.

She recognises personal diversity across the population and has tackled workforce challenges by completing a skills analysis to meet service demand and recruiting to deliver, maintain and improve the service.

Judith's colleagues greatly value her compassionate leadership style and her ability to provide a voice for both patients and staff.

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# Chief Nursing Officer for Wales Award



## SARAH MORRIS

Practice Development  
Midwife, Cwm Taf  
Morgannwg University  
Health Board

Sarah made transformational and sustainable improvements to training and development for multi-professional emergency procedures.

As Practice Development Midwife in Cwm Taf Morgannwg University Health Board, she led the successful implementation of PROMPT (Practical Obstetric Multi-Professional Training) Wales, across all university health boards.

Over 95% PROMPT compliance was achieved in 2020 and 2021, with COVID modifications required, and a recovery plan deployed to maintain high compliance.

Sarah was instrumental in ensuring that evidence from incidents and governance reviews were triangulated and used to provide learning opportunities within PROMPT programmes. She identified practical system improvements in clinical environments, such as wall flipcharts showing algorithms.

She reviewed evidence around shoulder dystocia detection and demonstrated how robust training and scrutiny of data is leading to better services for women, pregnant and birthing people, and their families.

By co-developing PROMPT Wales through local introductions, the equipment carried by community midwives has been standardised. Welsh Ambulance Service team collaboration has improved through study days, with paramedic attendance and a paramedic course faculty.

Sarah is passionate about quality, safety and patient experience, regularly identifying gaps and generating new ideas. Her transformational work enabled greater scrutiny, compliance, and staff development opportunities.

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## DR AUGUSTA STAFFORD-UMUGHELE

Workforce Culture,  
Diversity & Inclusion  
Manager, Hywel Dda  
University Health Board

Augusta helped Hywel Dda University Health Board to understand and learn more about issues being faced by staff from the global majority. Her work on secondment in the organisational development team has deepened awareness of cultural, diversity and inclusion issues, and built greater trust among staff from the global majority.

She hosted listening exercises with nursing staff, some of whom had never come forward to speak about the subject before, and influenced changes to the support of nurse development pathways. This included preparing for interviews and recognising the importance of community and cultural issues, particularly those affecting Filipino nursing staff.

Augusta's work has helped to develop trusting relationships with nursing staff from the global majority, which means more can be learnt and changes can be made to the work culture through openly considering conscious and unconscious bias. Her networking and influencing skills have led to a significant number of nursing staff joining the Black, Asian and Minority Ethnic Staff Network, giving a more powerful collective voice.

Augusta has the courage to speak truth to power to affect change. Her unique style has persuaded those in authority to respect her intentions, resulting in systematic improvements and an enhanced culture of diversity and inclusion.



Llywodraeth Cymru  
Welsh Government

# Innovation and Digitalisation in Nursing Award



## CATHERINE CAWTE

Immunisation Team Leader for School-based Vaccinations, Cardiff and Vale University Health Board

Cath rapidly developed a new way of digitally capturing consent from parents and guardians for vaccinations.

In spring 2021 the Welsh Government mandated the Fluenz immunisation programme to include all children and young people, meaning an increased offer from 40,000 to 68,000 children aged five to 16, across 188 schools.

As the immunisation coordinator for skill-mixed school nursing services, Cath undertook immediate collaborative work with the digital lead and child health directorate, reviewing existing process to design an in-house option for use within six weeks.

Their goal was a digital solution capturing consent and enabling the school nursing team to add information. Data capture at the point of vaccination was required, and the solution needed to be compatible with other systems.

Microsoft forms were designed to replicate the Public Health Wales consent template, and response data was captured and displayed for staff. Its use with the Welsh Immunisation System allowed real-time information to be recorded in the child record.

Cath demonstrated inclusive leadership through active reassurance and one-to-one training. She established weekly meetings where concerns were discussed and ideas were shared. The panel felt Cath was passionate about streamlined digital services enabling consented delivery, and reaching more children in a cost-effective manner.



## MANDIE WELCH

Lead Heart Failure Advanced Nurse Practitioner, Cwm Taf Morgannwg University Health Board

Mandie enhanced the service given to heart failure patients, enabling continuation of care integrating the safe monitoring of health alongside safely optimised heart failure therapies.

She worked with HUMA Therapeutics, a fellow heart failure nurse and two cardiologists to develop a software application.

Their collaboration resulted in software that captured data including symptoms, blood pressure, weight, heart rate and oxygen saturation. Clinicians could review the data to help them make quick decisions about patient care and identify early signs of deterioration. A pilot study revealed that the intervention could also reduce medication optimisation time and enhance patient experience.

The new service led to avoided admissions and enabled early discharge for patients who could be safely monitored at home. It helped clinicians find patients needing extra tests or earlier treatment.

Mandie managed a study group in which the optimisation of heart failure therapies was achieved in an average of 28 days, a 75% reduction in optimisation time compared to standard care. Patients agreed the software improved communication, helped manage their condition, and gave reassurance.

Mandie successfully navigated the implementation of change, and a new intervention, with positive outcomes for heart failure patients. Her innovation has been shared locally, nationally and internationally.

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# Supporting Improvement Through Research Award



## PROFESSOR JUDITH CARRIER

Professor of Nursing,  
Co-Deputy Director  
Wales Centre for  
Evidence Based Care,  
Cardiff University

Judith has a passion for research and evidence synthesis, and throughout her career she has consistently gone above and beyond her role to positively impact nursing knowledge and enhance patient care.

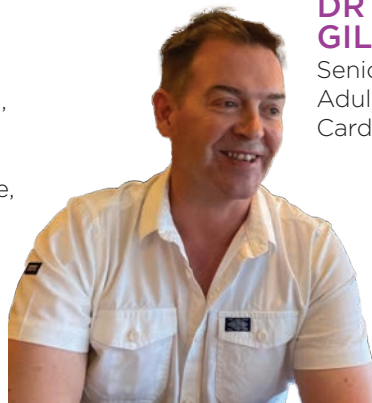
A nurse since 1984, Judith's career has spanned critical care and practice nursing (PN). In 2001, she moved into academia and developed a programme for PN training in Gwent, leading BSc Community programmes in Cardiff and Oman and becoming Professional Head Primary Care/Community Nursing and Director of Postgraduate Provision at Cardiff University.

Since then, she has extended her impact through research, having led and collaborated on national and international studies as principal or co-investigator, funded to the value of £796,370.

Judith was Director of the Wales Centre for Evidence Based Care (WCEBC) from 2010-2021, and the impact of its work in that period has been wide-ranging, including feeding into Welsh Government policy.

Her research has also resulted in improvements in patient care further afield, having led projects with institutions in Zambia and Malawi.

Judith has shared her knowledge of evidence synthesis and implementation by teaching hundreds of students and mentoring staff. She has also passed on her understanding of primary research through PhD supervision which has led to further service improvement.



## DR PAUL GILL

Senior Lecturer,  
Adult Nursing,  
Cardiff University

Paul is a dedicated and committed researcher with a career-long goal to improve patient outcomes.

A Senior Lecturer in Adult Nursing with a clinical background in critical care nursing, his work shows his commitment to making a difference in chronic conditions, putting patients' and families' perspectives at the forefront.

The panel highlighted Paul's significant contribution as a nursing leader in the field of research and clinical practice, especially for those people for whom a renal transplant has failed. His highly innovative work into the impact of ketamine on bladder health is also commendable and as is his planned research into long COVID.

Paul teaches undergraduate, postgraduate and doctoral students, and is joint Operational Group Lead for Research Capacity Building Collaboration Wales (RCBC), an all-Wales collaboration to increase the capacity and capability of research in nursing, midwifery and allied health professional groups.

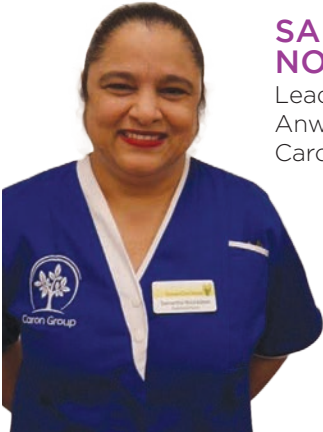
An experienced research mentor and supervisor, Paul has nurtured researchers at all stages and facilitated those pursuing a research career pathway.

His passion and commitment to making a difference through research continues to transform the lives of patients, professionals, students, policy and society.

SPONSORED BY  
CARDIFF UNIVERSITY



# Care of the Older Person Award



## SAMANTHA NOORADEEN

Lead Clinician,  
Anwen Care Home,  
Caron Group

Samantha (Sam) has shown great maturity and professionalism in her lead nurse role at Anwen Care Home, planning and implementing end-of-life care in a sensitive and dignified manner.

Her organisation and supervision skills have been depended upon to maintain the right balance within the team, which is vital to delivering person-centred services for those living in, working at, and visiting the care home.

Routinely seeking to improve her skills through hands-on experience and evidence-based practice, Sam often shared learnings with her peers and colleagues. This helped to boost their own performance and connection with residents.

She took time to listen and understand individual needs and feelings, generating improved wellbeing. As a result, she has become widely respected as a role model for new employees, student nurses and peers.

Sam was motivated by the challenging areas of her role, from accurate documentation to delivering personal care that made feel people feel safe, comfortable and able to have fun. Her style of managing sensitive situations around end-of-life care was exceptional, and her way of communicating made families feel secure in knowing their loved ones would have a comfortable and dignified end to their life.



## AMANDA WHEENT

Lead Nurse Dementia,  
Aneurin Bevan University  
Health Board

Amanda displayed outstanding commitment to raising the profile of the older person, particularly those living with dementia. Her exceptional leadership qualities have translated into major influence at strategic, clinical and community levels.

She led a formal evaluation at a community hospital to determine if meaningful activities such as introducing dementia-companion volunteers and enhanced staff training could provide stimulation, reduce boredom and challenging behaviours, and boost staff confidence. She formed a multidisciplinary working group and welcomed an observational visit from the community health council.

The evaluation outcome generated improvement actions, involving new funding for specific activities and training. Amanda helped recruit and train over 100 dementia champions, and she developed the dementia companion volunteer role across hospital wards and care homes.

She helped to procure over 1,000 new bedside boards containing key information allowing staff to recognise when a patient has additional care needs and allows relatives to leave comments. She also supported the development of digital patient stories, which have been shared at learning events.

Amanda enabled cultural change in person-centred dementia care across the health board. Her work has embraced the National Dementia Action Plan and is an exemplar for Wales.

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UNIVERSITY OF WALES TRINITY SAINT DAVID



## RCN Wales Nurse of the Year Award 2023

# RCN Wales Nurse of the Year Award 2023

The RCN Wales Nurse of the Year Award is the ultimate accolade at this evening's ceremony. The award acknowledges excellence in professional practice and outstanding leadership. The winner will have made a considerable and sustained contribution to improving the care of patients in Wales and been instrumental in developing nursing innovations. Through their achievements, the winner will have played a significant role in enhancing the reputation of the nursing profession.

### Criteria for Award:

- The RCN Wales Nurse of the Year must have demonstrated excellence in their field.
- Their contribution to the nursing community and the nation's health care will have been judged as significant.
- The winner must be an inspirational role model for the nursing and health care community.

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Ymddiriedolaeth GIG  
Prifysgol Felindre  
Velindre University  
NHS Trust

The 2023 RCN Wales Nurse of the Year will be announced at the awards ceremony.

## RCN WALES NURSE OF THE YEAR AWARD WINNERS

**2012 WINNER: LOUISE POLEY** Consultant Nurse for Substance Misuse, Cardiff and Vale University Health Board

**2013 WINNER: RUTH OWENS**

Ward Sister, Cardiff and Vale University Health Board

**2014 WINNER: VERONICA JARMAN** Day Hospital Sister, Powys Teaching Health Board

**2015 WINNER: CLAIRE HARRIS**

Ward Sister, Aneurin Bevan University Health Board

**2016 WINNER: SIAN THOMAS** Consultant Nurse (Child Health), Aneurin Bevan University Health Board

**2017 WINNER: LOUISE WALBY**

Respiratory Nurse Facilitator, Cwm Taf University Health Board

**2018 WINNER: EVE LIGHTFOOT**

Community Infection Prevention Nurse, Hywel Dda University Health Board

**2019 WINNER: JEAN SAUNDERS MBE**

Asylum Seeker Lead Nurse, Swansea Bay University Health Board

**2021 WINNER: KIRSTY JOHN** Charge Nurse, HMP Cardiff, Cardiff and Vale University Health Board

*"Receiving the 2021 RCN Wales Nurse of the Year Award has been an excellent opportunity to highlight prison nursing. Often prison nursing can be hidden behind the walls and it has been amazing to be able to highlight all the excellent work that goes on in a secure environment working with some of the most vulnerable in our society."*



## Supporting Welsh Nursing Scholarships



### ALL DONATIONS WELCOME

If you would like to donate, please scan the QR code or visit <https://checkout.justgiving.com/c/3157991> to take you to the Just Giving Donation page for the Hettie C Hopkins Care of the Elderly Nursing Scholarship, Wales.

Registered charity number 509911

## HETTIE C HOPKINS CARE OF THE ELDERLY NURSING SCHOLARSHIP, WALES

The Hettie C Hopkins Care of the Elderly Nursing Scholarship provides scholarships to nurses in Wales to pursue a project/course in elderly care.

The Scholarship is named after a founding member of Royal College of Nursing Wales, Hettie Hopkins (1919-2012). Hettie was a nurse who helped set up the national RCN Board for Wales.

The Scholarship is open to registered nurses who work with the elderly in Wales and wish to pursue a project or course associated with their care.

**Nursing is a career that requires lifelong learning and development. A scholarship can help support this and any donations are gratefully received.**



PLEASE SCAN HERE  
TO DONATE. THANK YOU!



### ALL DONATIONS WELCOME

If you would like to donate, please scan the QR code or visit <https://checkout.justgiving.com/c/3295813> to take you to the Just Giving Donation page for the Alun Islwyn Giles Nursing Scholarship, Wales.

Registered charity number 702403

## ALUN ISLWYN GILES NURSING SCHOLARSHIP, WALES

The Alun Islwyn Giles Nursing Scholarship provides scholarships to nurses in Wales to advance the science and art of nursing.

It was launched in 1989 to honour Alun and the outstanding contribution he made to the nursing profession. Alun served as Chair of the RCN Wales Board for two four-year terms between 1981-1989.

He was also a member of RCN Council later becoming Chair of RCN Council.

The Scholarship is open to registered nurses working in Wales.

**Nursing is a career that requires lifelong learning and development. A scholarship can help support this and any donations are gratefully received.**



PLEASE SCAN HERE  
TO DONATE. THANK YOU!

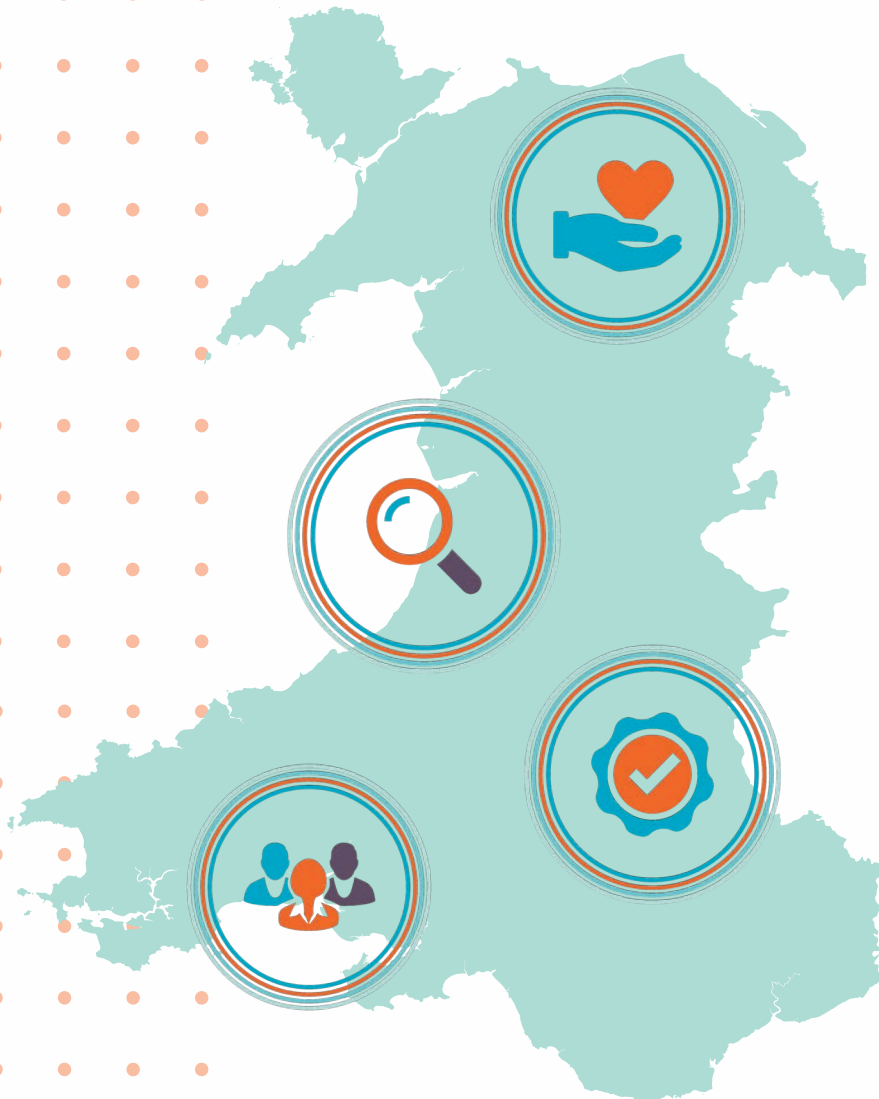
# We are the independent inspectorate and regulator of healthcare in Wales.

We inspect NHS services, and regulate independent healthcare providers against a range of standards, policies, guidance and regulations to highlight areas requiring improvement.



## OUR PRIORITIES

- We will focus on the quality of healthcare provided to people and communities as they access, use and move between services.
- We will adapt our approach to ensure we are responsive to emerging risks to patient safety
- We will work collaboratively to drive system and service improvement within healthcare
- We will support and develop our workforce to enable them, and the organisation, to deliver our priorities.



# CONGRATULATIONS

## ROLL CALL FOR ALL THE SHORTLISTED CANDIDATES FOR THE RCN WALES NURSE OF THE YEAR AWARDS 2023

**JOANNE ALLEN** Powys Teaching Health Board  
**DR. JESSICA BAILLIE** Cardiff University  
**LUCY BARNES** and **SUSIE CAMBRAY** Cardiff and Vale University Health Board  
**MARTYN BOWDEN** Cardiff and Vale University Health Board  
**JUDITH BOWEN** Hywel Dda University Health Board  
**KELLY BROWN** Cardiff and Vale University Health Board  
**PROFESSOR JUDITH CARRIER** Cardiff University  
**CATHERINE CAWTE** Cardiff and Vale University Health Board  
**ROBIN CLARKE** Cardiff and Vale University Health Board  
**VICTORIA COGLAN** Aneurin Bevan University Health Board  
**HAYLEY COMPTON** and **CARLA EVANS** Cwm Taf Morgannwg University Health Board  
**LISA CORDERY-BRUCE** Cardiff and Vale University Health Board  
**NICOLE CRIMMINGS** and **ROISIN HOLLINGER** Tŷ Hafan and Noah's Ark Children's Hospital for Wales, Cardiff and Vale University Health Board  
**HELEN CROSBIE** and **ROCHELLE WALTERS** Aneurin Bevan University Health Board  
**ASSUNTA CROTHERS** Cardiff and Vale University Health Board  
**YVONNE DAVIES** Hywel Dda University Health Board  
**DIANA DE** Cardiff University  
**ANDREA DORRINGTON** Cwm Taf Morgannwg University Health Board  
**MELISSA DUFFY** and **CHRISTOPHER WATERS** Cwm Taf Morgannwg University Health Board  
**CHARLOTTE DUHIG** Hywel Dda University Health Board  
**KATY DYER** Hywel Dda University Health Board  
**TRACY EVANS** Cwm Taf Morgannwg University Health Board  
**ANGELA FESTA** Hywel Dda University Health Board  
**HEATHER FLEMING** Cardiff and Vale University Health Board  
**JODIE FORAN** Cardiff and Vale University Health Board  
**DR. SARAH FRY** Cardiff University  
**ANDREA GASSON** Cwm Taf Morgannwg University Health Board  
**DR. PAUL GILL** Cardiff University  
**JUDITH HILL** Cardiff and Vale University Health Board  
**GEMMA HOULKER** Cwm Taf Morgannwg University Health Board  
**ANNIE HUGHES** and **SARAH KVEDARAS** Noah's Ark Children's Hospital for Wales, Cardiff and Vale University Health Board  
**LINDA HUGHES-JONES** Cardiff and Vale University Health Board  
**CLAIRE HURLIN** Hywel Dda University Health Board  
**LOUISE HYMERS** Powys Teaching Health Board  
**JUDITH JAMIESON** Powys Teaching Health Board  
**NATALIE JANES** Aneurin Bevan University Health Board  
**BETH JONES** Cardiff and Vale University Health Board



# LLONGYFARCHIADAU

## ENWAU'R HOLL YMGEISWYR AR RESTRAU BYR AR GYFER GWOBRAU NYRS Y FLWYDDYN RCN CYMRU 2023

**CLAIRE JORDAN** Aneurin Bevan University Health Board  
**NATALIE KENTISH** and **HANNAH PERKINS** Hywel Dda University Health Board  
**SIAN LEWIS** and **BIANCA OAKLEY** Hywel Dda University Health Board  
**LAURA LITTLE** Cwm Taf Morgannwg University Health Board  
**NATALIE LLOYD-HUGHES** and **SOPHIE MILLER** Cardiff and Vale University Health Board  
**SANDRA MAHON** and **TRACY WILLIAMS** Cardiff and Vale University Health Board  
**DEBORAH MATTHEWS** Cwm Taf Morgannwg University Health Board  
**EMMA MCGOWAN** Powys Teaching Health Board  
**SARAH MORRIS** Cwm Taf Morgannwg University Health Board  
**CARA MORUZZI** Cardiff and Vale University Health Board  
**STAR MOYO** Aneurin Bevan University Health Board  
**REBEKAH MURPHY** Cardiff and Vale University Health Board  
**GINA NEWBURY** and **SHIRLEY WILLIS** Cardiff University  
**ASTON NICHOLLS** University of South Wales  
**SAMANTHA NOORADEEN** Anwen Care Home, Caron Group  
**JILL PATERSON** Hywel Dda University Health Board  
**SIÂN PERRY** Hywel Dda University Health Board  
**LYNSEY PONSONBY-LEWES** Hywel Dda University Health Board  
**SARA RALSTON** Cwm Taf Morgannwg University Health Board  
**STACEY REES** University of South Wales  
**TARA REES** Cardiff and Vale University Health Board  
**MELANIE RIX-TAYLOR** Hywel Dda University Health Board  
**TRICIA ROBERTS** Hywel Dda University Health Board  
**KATE ROBERTS** and **WENDY SIMMONDS** Cardiff and Vale University Health Board  
**KERRI ROWE** Hywel Dda University Health Board  
**NELSON SELVARAJ** Cardiff University  
**DAVE SEMMENS** Swansea Bay University Health Board  
**NIA SHEEHAN** Swansea University and Hywel Dda University Health Board  
**JACKI SMEE** Cardiff and Vale University Health Board  
**TRUDY SMITH** Hywel Dda University Health Board  
**ALUN THOMAS** Adferiad Recovery  
**EMMA THOMAS** Cardiff and Vale University Health Board  
**DR. AUGUSTA STAFFORD-UMUGHELE** Hywel Dda University Health Board  
**JUDITH WALL** and **BETHAN WILLIAMS** Swansea Bay University Health Board  
**SHARON WEBBER** Cwm Taf Morgannwg University Health Board  
**MANDIE WELCH** Cwm Taf Morgannwg University Health Board  
**DR. NICOLA WEST** Cardiff and Vale University Health Board  
**AMANDA WHENT** Aneurin Bevan University Health Board  
**LOUISE WILLIAMS** Cardiff and Vale University Health Board