The Sue Pembrey Award 2016: Celebrating Nurse Leadership

Winner Announced

The Foundation of Nursing Studies (FoNS) is pleased to announce the Winner of the Sue Pembrey Award 2016 is:

Wendy Newnham, Lead for Surrey Community Nursing Services, Virgin Care
Wendy was one of three exceptional clinical leaders shortlisted for the award. The judges said:

‘Wendy is an impressive nominee; her leadership is clearly valued by the staff... she has a strong person-centred, innovative and empowering leadership style, which has brought about a transformation in the service and the staff who provide it’

Matthew Hodson, Virgin Care’s Chief Nurse, said:

‘Wendy has demonstrated her leadership skills clearly, focussing on her team and colleagues to create a person-centred environment and inspiring her colleagues to provide the best care. This nomination came directly from Wendy's team and shows just how much her leadership style has impressed her colleagues.’

The award will be presented at the Enhancing Practice Conference on 1st September 2016, Queen Margaret University, Edinburgh.

The judges are also pleased to recognise the leadership of the other two shortlisted candidates:

Graham Kelly, General Manager, Hill View Bupa Care Home, Clydebank

‘Graham showed a clear vision for person-centred practice and ways of working where staff, residents and families are all equally important’

Nicola Williams, Wirral Heart Support Team Manager, Wirral Community NHS Foundation Trust

‘Nicola leads with compassion and enthusiasm; ensuring care is person-centred, high quality and safe. Her team feel supported and valued and this is evident in the culture within their service...’
**Information about the award:**
Dr Sue Pembrey was one of the UK’s outstanding nursing leaders of the late twentieth century. Her primary contributions included supporting the academic development of clinical nursing and the development of nursing practice through the strengthening of the ward sister’s leadership role and pioneering a commitment to patient-centred hospital care. She described the ward sister as:

“the key nurse in negotiating the care of the patient because she/he is the only person in the nursing structure who actually and symbolically represents continuity of care to the patient. She/he is the only person who has direct managerial responsibilities for both the patients and nurses. It is the combination of continuity in a patient area together with direct authority in relation to patients and nurses that makes the role unique and so important to nursing” (In Pembrey, 1980, The Ward Sister, Key to Nursing: a Study of the Organisation of Individualised Nursing. London: RCN)

This description of the ward sister has arguably stood the test of time. In contemporary health and social care practice, clinical leaders (Ward Sisters, Charge Nurses, Community Team Leaders, Care Home managers etc.) are pivotal to both the support and development of staff and the delivery of care and services which are the best they can possibly be. Exemplary leaders achieve this by working in ways which put people and persons at the centre of practice.

**The Sue Pembrey Award aims to continue the translation of her research and practice development contribution regarding the vital role clinical leaders play in creating person-centred cultures within which all can flourish.**

**The award judges:**
- Professor Jan Dewing, Sue Pembrey Chair of Nursing & Director, Centre for Person-centred Practice Research, Queen Margaret University, Edinburgh
- Professor Steven Ersser, Dame Kathleen Raven Professor of Clinical Nursing, University of Leeds
- Professor Brendan McCormack, Head of the Division of Nursing/Head of QMU Graduate School, Associate Director Centre for Person-centred Practice Research, Queen Margaret University, Edinburgh
- Dr Theresa Shaw, CEO, Foundation of Nursing Studies

**Judging criteria:**
- Has a clear vision for person centred practice which is shared by the team and is experienced in practice.
- Inspires and motivates staff for achieving the best service and care outcomes for themselves and for patients, service users, residents and families.
- Promotes creativity in practice.
- Creates an environment/workplace where attributes of trust, caring, empathy, mutual respect, continued professional development and ethical behaviour are modelled and supported.
- Promotes and enables workplace learning.
- Is a role model and mentor for staff, promoting reflective practice and critical thinking.
- Promotes and enhances the image of nursing within their workplace, organisation and the profession.

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