

# 2025



NURSES ASSOCIATION OF JAMAICA

## Annual REPORT 2025



- 2022 ALICIA ADAMSON
- 2023 SHANTAL REMEKIE
- 2024 ABIGAIL JAMES
- 2025 FIONE COLLINS



NURSING STUDENT OF THE YEAR 2025-2026

LASCO  
Nursing Student of the Year

Nursing Student of the Year 2025  
Colie Lyn  
Brown's Town Community College  
School of Nursing  
Nurses Association of Jamaica



NURSES ASSOCIATION OF JAMAICA

79TH ANNUAL GENERAL MEETING

& 55TH ISLAND CONFERENCE

**OCTOBER 9 -11, 2025**

MOON PALACE JAMAICA,

OCHO RIOS, ST. ANN



The Nurses Association of Jamaica seeks to develop a vibrant and supportive organization promoting nurses' special contribution to the Jamaican population and the respect for quality of life.

The Association speaks to the health needs of people and the value of nursing and nurses in meeting those needs as well as to the welfare of nurses.

As a member of the International Council of Nurses (ICN), NAJ adopts ICN's values:

- Visionary leadership
- Inclusiveness
- Flexibility
- Partnership
- Achievement

The Nurses Association of Jamaica (NAJ) envisions itself as the premier Nurses' Association in the Caribbean that provides representation, guidance and professional support for Nurses through a core of highly skilled and trained leaders and managers.



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## MINISTER'S MESSAGE



My commendations to the Nurses Association of Jamaica as it celebrates its 79th year of existence as an association and the 55th year of hosting its Island Conference.

This conference is an important annual event, providing for us the chance to reflect, reaffirm, and reignite our commitment to the nursing profession and its transformative impact across Jamaica.

The theme of this year's conference, "Our Nurses. Our Future. Caring for nurses strengthens economies" is as timely as it is important, bringing into sharp focus the fact that our nurses are not just caregivers, but that they are essential to the health of the nation, and by extension, the health of the economy.

Across Jamaica, in every hospital ward, clinic, health centre, and rural outreach programme, our nurses are serving people across the life course. This year, we not only applaud your skill and compassion, we also acknowledge your worth.

As a Government and Ministry of Health and Wellness, we are keen to care for our nurses, moving beyond praise to action. As such, we are redoubling efforts to invest in your professional development, ensure safe working environments, offer fair compensation, and create policies that support your mental and physical well-being.

The proof is in the range of initiatives that have and continue to be pursued – from compensation review to the introduction of the Dr. Barry Wint Scholarship together with the pursuit of student and staff exchanges through bilateral partnerships, among other efforts. We will persist in those efforts because when we care

for nurses, we strengthen health systems. When health systems are strong, communities thrive. And when communities thrive, economies grow.

Imagine a Jamaica where our nurses continue to be empowered with the latest tools and training, where their leadership is encouraged and supported, and where young people aspire to join the profession that is respected, protected, and valued. That is the future we are building – together.

Happy 79th anniversary and I look forward to the insights from the conference.

**Dr. the Hon. Christopher Tufton, MP**  
*Minister of Health and Wellness*

# PRESIDENT'S MESSAGE



“It is our attitude at the beginning of a difficult task which, more than anything else will affect its successful outcome”.  
William James

The journey continues and I greet you as President in this 79th Executive year of the Nurses Association of Jamaica (NAJ). As a professional body, we continue to be the face of nursing locally, regionally and internationally. I will continue to say thanks for the confidence that has been entrusted in me to rise to this task. As a service oriented individual, I take pride in knowing that there are those who have placed their trust in me to lead and I remain grateful for the opportunity to do so. It is also imperative that as the Association remains vital to nurses and nursing, we always acknowledge our past visionary leaders and our retirees who made the path possible for us to follow, and remain a part of us as we move into the future.

Year two (2) of this journey remains relevant to me as a learning ground for self and the profession, as well as people. The advocacy matters of the Association remain steadfast in our daily activities. In relation to Compensation Review, we are now at the point of payment of arrears for Extra Hours Worked (EHW) since August 2024, which is when the policy became effective; arrears payment of Uniform Allowance; as well as arrears payments relating to the Travel Policy, namely Taxi Allowance and retroactive mileage payments. These matters continue to be a source of discomfort to membership and the dialogue continues to ensure that payments are made. The matter of the outstanding job descriptions and governance structure in relation to Public Health Nurses also remain relevant as we seek to provide equity across the profession.

The theme for International Nurses Day (IND) 2025 is **“Our Nurse. Our Future. Caring for Nurses**

**strengthens economies”**. Dr. Pamela Cipriano, Past President of the International Council of Nurses (ICN), reminds us that **“The ‘Caring for Nurses Agenda”** is a set of actions that moves nurses from being invisible to invaluable. Over the past several years, ICN has laid out the evidence and steps to support investing in nurses and nursing for a sustainable workforce and stronger health systems. Integral to sustaining our workforce is investing in their wellbeing. We cannot and would not want to envision a world without nurses. We must take action to diminish the threats to safe, supportive and healthy working conditions that will attract future nurses and retain the dedicated nurses who are key to healthier communities, responsive societies, thriving economies and powerful nations.”

**“If you can’t figure out your purpose, figure out your passion. For passion will lead you right into your purpose.”** – Bishop T. D. Jakes. As nurses, we would have figured out our purpose, hence the reason we are part of the profession. Now we are working on the passion. Dr. Cipriano and the team has provided the guidelines that will help us to strategically engage our stakeholders and partners on devising the prudent strategies necessary to meet the needs of our nurses and nursing. We will prioritize the health and well-being of nurses as we want to visualize the relationship between the nursing workforce and the economic performance of society, utilizing health related indicators. There is the old adage that queries, ‘Who cares for the Carers?’ and that becomes the question of the day. We must be willing to acknowledge that there is a relationship between economics and the care aspect of health and nurses.

We face daily challenges which include but are not limited to the following:

- Excessive workloads
- Understaffing
- Burn out
- Human Resource matters
- Personal matters

Added to that we now have graduate nurses not being employed, due to technicalities, while existing staff face

these challenges. The Association continues advocacy on members behalf as we seek to bring clarity to these matters and thanks for your unbreakable commitment.

**‘Do something today that your future self will thank you for’** – Unknown. Continue to strive for excellence in caring for yourselves and for others. It is said that the best view comes after the hardest climb. I know that it is an uphill task to achieve all the goals that you have set for yourselves, or those that have been set for you, but I encourage you to be your best, do your best, and stay your best. Because in the end, it is still only your best that will be good enough. Edwin Elliot reminds us that **“By being yourself, you put something wonderful in the world that was not there before”**. Giving up at this time is not an option that you should endeavour to choose. The **3 C’s of life** constantly remind us to take a *chance* to make the *choice* and *change* our lives. Let us use this to our advantage. Do not be daunted by the negativity that may surround you. Remember the reason that you choose to serve. Let your voices be heard. Invite yourselves to the relevant tables and continue to be advocates for yourselves, your colleagues, and your clients.

In closing, let me say, thank you for all that you do, answering the calls and choosing this profession that impacts others. Success isn’t just about what you accomplish in your life; its about what you inspire others to do. Be that inspiration that you need to be. The bible promises in 2nd Timothy 1:7, **“For God gave us a spirit not of fear but of power and love and self-control”**.

As we look forward to great things we remain ‘United in Service’.

**Dawn Marie Richards (Mrs)**  
*President*



# CHIEF NURSING OFFICER'S MESSAGE



Congratulations to President Dawn-Marie Richards and the Nurses Association of Jamaica as you host this 79th Annual General Meeting and 55th Island Conference. Over the years, this Association has consistently held the coveted position of advocacy leader. Your steadfast leadership and advocacy have been a driving force in championing the rights and welfare of nurses.

Accept warm greetings from the Nursing and Midwifery Services Unit in the Ministry of Health and Wellness (MOHW). This year's theme: ***"Our Nurses. Our future. Caring for Nurses Strengthens Economies,"*** affirms that nurses are not only essential to delivering quality healthcare, but they are key drivers of economic resilience and growth. It is well established that a supported nursing workforce reduces disease burdens, increases productivity and lowers healthcare costs, through early intervention and preventative care. As we face new challenges and opportunities in healthcare, it is clear that we will continue to be at the forefront of innovation and progress.

Locally, nurses and midwives have contributed significantly to the achievement of priority areas of the MOHW, which include improved immunization coverage, sustaining the fight against communicable and non-communicable diseases, decrease in infant, child and maternal mortality, among others.

Our contributions could be even greater, however significant pressure has been placed on the workforce and the healthcare delivery system due to, *inter alia*, the attrition of nurses and midwives from the public health sector. The MOHW through several initiatives is making strides to re-examine its employment, training, recruitment and retention strategies with a view to improving the cadre available for the provision of safe healthcare. The Reform of Primary and Secondary Healthcare which is being pursued by the MOHW is an initiative that will bring

about much needed improvements in infrastructure and service and workforce.

One such initiative out of the Nursing and Midwifery Services Unit is the development of the Nursing and Midwifery Workforce Plan. This plan is aligned with the Primary and Secondary health reform and will result in increased number of posts for more nurses to be employed, thus increasing efficiency and effectiveness in our service delivery. We now await the outcome of the review and submission to the Ministry of Finance and the Public Service for consideration. The MOHW also offers opportunities for training and self-development through the In-Service Training and Education Centre (ITEC) and the Dr. Barry Wint Scholarship programme. Please make use of these opportunities.

The Nursing and Midwifery Services Unit is ensuring that you get a seat at the table, where your creative and innovative inputs can be captured in the decision making processes. Colleagues, take advantage of these opportunities, and be optimistic, as we build the future of healthcare in Jamaica and strengthen the prominence of our professions.

I salute you colleagues for your resilience and relentless efforts to providing quality health services. I impress upon you to hold fast and continue to give back to your country; contribute to improving our healthcare delivery system. Remember to make compassionate care the hallmark of your professions.

Continue to support this great institution, the Nurses Association of Jamaica as it advocates for all nurses. Thank you NAJ for your commitment and exemplary work. May God continue to bless this noble institution and the nurses of Jamaica.

I wish you success for this Annual General Meeting and Island Conference.

**Patricia Ingram-Martin**  
*Chief Nursing Officer*

# PRESIDENT'S REPORT

Winston Churchill posited, **“Success is not final. Failure is not fatal. It is the courage to continue that counts.”**

## ANNUAL GENERAL MEETING

The 78th Annual General Meeting and 54th Island Conference of the Nurses Association of Jamaica was held October 10 – 12, 2024 at the Moon Palace Jamaica Hotel in Ocho Rios, St. Ann. Annual General Meeting was held on Thursday and the Election results saw the following announcement:

- Mrs. Dawn Marie Richards – *President*
- Mrs. Denese Dacres Reeves – *1st Vice President*
- Mrs. Serica Brandon - Betty – *2nd Vice President*
- Mrs. Heather Henry McGrath – *3rd Vice President*

Congratulations were extended to the elected persons. The additional Officers were selected at the first Executive meeting held on November 6, 2024.

- Mrs. Kahon Duhaney Gordon – *Recording Secretary*
- Mrs. Meisha Young Lewars – *Asst. Recording Secretary*
- Mrs. Corlette Francis Spencer – *Treasurer*
- Miss. Beretta Thomas – *Asst. Treasurer*
- Mrs. Michelle Hales Thompson was named *Parliamentarian* for the conference year.

## CELEBRATIONS

As is customary, the period of reporting started out very busy, as the team headed off to Guyana for the 33rd Biennial Conference of the Caribbean Nurses Organization (CNO). For this period, CNO Day was celebrated in Guyana at the Conference which was held October 20 – 26, 2024 and was hosted by the Guyana Nurses Association at the Ramada Princess Hotel in Georgetown, Guyana. It was a full week of activities to include Business Sessions, Educational Sessions, Entertainment, Sightseeing Tours, Facility Tours and other activities as the Conference presented to the attendees. There were some challenges but the team returned to the island fairly well. There was election of Officers to the Board and Jamaica saw the following persons being elected to serve in the respective positions:

- Mrs. Denese Dacres Reeves – *Recording Secretary*
- Miss. Novellette Robinson – *Treasurer*
- Miss Laverna Campbell – *Nominating Committee Member*

The President remains Dr. Paulette Cash from the Commonwealth of the Bahamas. All other planned activities for the month were executed as necessary.

The month of November 2024 started with some amount of anxiety. The weather system saw Tropical Storm Rafael paying a visit to the Island and disrupting life as we would have known it. We give thanks however, as the impact was not so profound and we were able to quickly recuperate. Also, of significance for the month, we celebrated Mary Seacole Day on November 23, 2024. Some of the planned activity dates were changed but they all were eventually executed.

December 2024 was no less active as our major projects relating to welfare were showcased. The annual Make A Child Smile project, coordinated by the Nurse of the Year (NOY) 2024, Miss Abigail James and her Runners-up saw us treating one school this year; Hart Hill Basic School in Hart Hill, Portland on December 9th. On December 11th, the Associations annual Community Treat held at 72 Arnold Road was done. This event saw us treating approximately 300 persons (Adults and Children) in total. The final event was another Community oriented project, the brain child of NOY 2024, Back to School Christmas Treat and Health Fair with a target audience of 200 persons. This was held on December 18, 2024 at Breds Sports Park in Treasure Beach, St. Elizabeth. The event was a huge success and we are grateful for the support. Support was also provided by the Association to the University of the West Indies Nursing Student Association (UWINSA) community project that was held at Sophie’s Place on December 21, 2024. The donation was well received by the facility and all. All activities were well received by the respective recipients. Our Executive Luncheon was held on December 6th at the Pollyanna Caterers Restaurant and this highlighted the spirit of Christmas and was also entertaining and quite successful.

In January 2025, the newness of the year was not really felt as the calendar year started with us being very busy. Standing meetings were held. The National Leadership Prayer Breakfast was attended. The highlight of the month was the Nursing Student of the Year (NSOY), Miss Aeisha Anderson project, a Beach clean-up in

Port Maria St. Mary, Pagee Beach to be specific. It was a resounding success and we thank the NSOY for her vision in proposing such an impactful project. There were visits to facilities, attendance at external Organization functions, MOHW Expo, Capacity Building sessions, greeting's invitations and we also facilitated a meeting with the MOFPS.

February 2025 saw us participating in our regularly scheduled activities as well as participating in the NOY 2024 Project, a Road March, on February 25th, held at Independence Park, Black River, St. Elizabeth. Other activities included attendance at funerals, wearing of black attire to agitate for outstanding Compensation Review items, attendance at striping ceremonies, workplace wellness day, regional wellness day, participation in Sigma Run and attendance at graduations.

In March 2025, the facility visits took place in earnest. Striping ceremonies continued, as well as Research Day activities, attendance at funerals and regional wellness day activities. The second Quarterly General meeting and TRIAD meetings were held. All other standing activities were done as well as attendance at external committee meetings.

April 2025 saw the preparations for the Easter season activities. Easter Bunny Treat was held at New Green Primary School in Manchester, Mandeville on April 16th. This project was spearheaded by Miss Davia Dwyer, second runner up NOY 2024 and was a successful event. Our annual fundraiser, a Fish Fry was held on April 25th and was also a success. There was attendance at external meetings, as well as continued facility visits, and a site visit to the Princess Grand Jamaica Resort in Hanover was done in relation to AGM/Island Conference 2026.

The month of May is usually highlighted by one of our main calendar events, International Nurses' Day. This was celebrated on May 12, 2025 under the theme "Our Nurses. Our Future. The Economic Power of Care", and was held at the Jamaica Pegasus Hotel in Kingston. This event saw an attendance of over 350 persons including special invited guests. Other activities included the standing activities, visits to facilities, a visit to the Offices of the Southern Regional Health Authority, workplace wellness activity, as well as ICN related Online activities to facilitate participation in CNR/ICN Congress 2025. There was also the Regional Wellness Day activity for the Southern Region and Tea Party to assist with the paving of the walk-way at the Golden Retreat.

June 2025 was an action filled month. 56 persons attended ICN CNR/Congress in Helsinki, Finland, June 7 - 13, 2025. It was quite an impactful congress with Jamaica again presenting on the world stage. We continue to

remain proud of our achievements and I again want to use this opportunity to thank those who made the sacrifice to attend. The NOY and NSOY competitions were conducted on June 21st. This activity saw 10 Nursing Students from 5 Schools of Nursing and 11 Registered nurses from 2 Regions and the University Hospital of the West Indies participating. The final regional wellness activity was executed in the South East Region.

The month of July 2025, one of the busiest on our calendar, saw the actual celebration of Nurses Week. We started with Church Service at the Apostolic International Ministries in Santa Cruz, St. Elizabeth on Sunday July 13th. We thank God for the blessings received at Church. Monday July 14 saw the team paying a courtesy call on the Leader of the Opposition, the Hon. Mark Golding. Tuesday, July 15th and Wednesday July 16th saw the execution of the Gertrude Swaby Lecture on Day 1 and Day 2 of our Annual Summer School. This was a successful venture and we continue to remain proud of our historical significance related events. On Thursday July 18, we paid our second Courtesy call on the Minister of Health and Wellness, the Hon Dr. Christopher Tufton. This visit was well received. On July 19th we celebrated our 79th Founders' Day in an abbreviated format and the NOY/NSOY Awards Ceremony. Presidents Awards were given with the following persons being recipients:  
 - Miss Carmen Brissett – St. Andrew "A"  
 - Miss Camille Williams – Kingston "A"  
 - Mrs. Alicia Adamson Clarke – Maternal and Child (VJH)

This was the finale of the week where the National Nurse and Nursing Student of the Year 2025, were announced along with the Runners-up.

July is also celebrated as National Healthcare Workers appreciation month, and members across the island participated in local activities. All other planned activities for the month were executed, to include scheduled meetings.

## MEETINGS

The business of the Association is carried out partially through meetings convened by various committees and groups. Members at the beginning of the Executive year usually indicate their willingness to serve on the various Standing and Ad Hoc committees. The commitment by members to serve on committees reduced significantly as the year progressed, but there was continuation in relation to conducting the business of the Association as per Constitution. Some scheduled meetings were not held due to conflicting priorities and travel obligations. For those held, there was approximately 60 % attendance by members. These meetings included:

- Executive
- Officers

- Finance committee
- Property Management and Publicity and Public Relations
- Quarterly General
- Island Council
- Combined committee meetings
- Emergency Meetings

Nine (9) Executive meetings have been held. All Standing and Adhoc Committees have met and associated activities executed.

We have also attended meetings with the Ministry of Health and Wellness (MOHW) and team, the Permanent Secretary in the MOHW, Ministry of Finance and the Public Service, as well as the Office of the Chief Nurse and the Chairman of the Nursing Council of Jamaica. Meetings convened by stakeholders with which we have affiliations have also been attended by the designated persons. Three staff meetings have been held at the Association.

### COLLABORATIONS

Our spirit of service to mankind continues as we continue to maintain our collaborations. Some of our partners include:

- LASCO Chin Foundation
- Jamaica National Bank
- Honey Bun
- Sagicor
- Women's Health Network
- JADCO

### WELFARE

Birthday tokens and care packages have been distributed to staff and members as well as gift baskets to persons who are not well physically.

### ACKNOWLEDGEMENTS

I would like to express thanks to all who have made this journey a success. To the Officer Core and Executive, your dedication to the process does not go unnoticed. To our valued stakeholders, we thank you for your continued trust and belief in the vision of the Association. Without your participation we would not have reached these heights. To the staff at the Secretariat and all our facilities, thank you for your unwavering dedication.

The reporting period saw the team being quite productive as we sought to resolve outstanding matters, bring visibility to the Association and meet the general needs of membership. We continue to hone our skills as leaders through capacity building, mentorship, and networking. We also continue to build the capacity of others as we

seek to ensure that there is continuity within the Association. Franklin D. Roosevelt posited 'The only limit to our realization of tomorrow will be our doubts of today'. Let us step out with boldness today, knowing that tomorrow will be better if we stay grounded and remove doubts from our space. Thanks for the support received and we continue to look to you all as we remain 'United in service.'

**Dawn-Marie Richards**

*President*

# EXECUTIVE MEMBERS 2024 - 2025



***Front Row:***

**L-R: Beretta Thomas, Corlette Francis-Spencer, Meisha Young-Lewars, Kahon Duhaney Gordon, Dawn Marie Richards, Denese Dacres-Reeves, Serica Brandon-Betty, Heather McGrath.**

***2nd Row:***

**L-R: Carmen Brissett, Claudine Douglas-Cole, Constance Roberts-Perkins, Racquel Easington-Sewell, Chisan Barrett-Nedrick, Alecia Adamson-Clarke, Marlene Moore Clarke.**

***3rd Row:***

**L-R: Kaindece Barrett-Green, Lillian Coke, Nancy Davis-Williams, Michelle Hales-Thompson, Chantel Hibbert, Nicola S. Powell, Tatica Coke-Gooden, Karen Roberts-Mason, Dawn Kidd-Findley, Camille Williams.**

# NAJ OFFICERS 2024 - 2025



**Dawn Marie Richards**  
President



**Denese Dacres Reeves**  
1st Vice President



**Serica Brandon-Betty**  
2nd Vice President



**Heather Mc Grath**  
3rd Vice President



**Kahon Duhaney Gordon**  
Recording Secretary



**Meisha Young Lewars**  
Asst. Rec. Secretary



**Corlette Francis Spencer**  
Treasurer



**Beretta Thomas**  
Asst. Treasurer

# GENERAL SECRETARY'S REPORT

## Introduction

This year ends the 79th anniversary of this very distinctive organization, and it is my privilege to present the General Secretary's Annual Report. The purpose of the report is to provide an overview of the work of the Nurses Association of Jamaica (NAJ), and to note its accomplishments during the past year, from August 1, 2024-July 31, 2025.

The Association boast ownership of three properties and as such the report will highlight key achievements, challenges and future directions of the organization. The three properties are:

- Mary Seacole Annex, 4 Trevennion Park Road, Kingston 5
- Mary Seacole House, 72 Arnold Road, Kingston 5, which is our Headquarters
- The Golden Retreat, 24½ Seymour Avenue, Kingston 6

## The Mary Seacole Annex

The property comprised of the Secretariat and the Leleka Champagne Hostel and Annex. The Secretariat housed the Main Office, the Mary Jane Seivwright Board Room, and the Gertrude Swaby Library. There is an Upper-level floor for general usage.

**Staffing-** The staff remained dedicated and committed to the Association, and also to the delivery of care to the business of our valued members and customers. Staff compliment is now at nine (9) and comprised of:

- General Secretary
- Two Senior Secretaries
- One Receptionist
- One Accountant
- Two Female Attendants for Office/Hostel
- One Caretaker/Gardener
- One Driver

The Data Entry Clerk that was employed had to be separated due to unprofessional behaviour. Three applications were received for the position, interviews were scheduled, however none of the applicants showed up. In light of this, the Receptionist was assigned extra duties to update the membership cards and to enter the information into the Data base. The Receptionist will be reassigned to the position of Data Entry Clerk as soon as there is a replacement.

Rotation of staff between property continued, and Miss Verona Richards, Housekeeper was reassigned on November 13, 2024, to the Golden Retreat. This was due to the fact, that she was more familiar with the property's operations.

She was reassigned to replaced Miss Myrtlyn Salmon, Housekeeper who had retired. A Reliever was temporary employed vice Miss Richards at the Secretariat, for six months until the position was filled.

Miss Cindy-Lue Miller one of the Senior Secretaries had major surgery on Wednesday December 4, 2024, and went off on six weeks Special Sick Leave. She recuperated well and returned to work in the stipulated time.

Mrs. Nevitte Webber the other Senior Secretary went off on vacation leave on December 16, 2024 and resumed duties on January 6, 2025. Special thanks to her, as she had to work from home during her vacation leave.

**Staff Meeting** - Two staff meetings had been held along with three impromptu ones. Discussions centered around, concerns of staff members, staff welfare, management of the Secretariat and review of salary.

## Staff Welfare included:

- Staff celebrating birthdays received tokens
- Care packages given during the Yuletide and Easter seasons
- Staff Social held December 24, 2024

## Upper-Level floor of the Secretariat

The space has been transformed in an immaculate meeting area, thus enhancing the aesthetics. The space was furnished with a Boardroom table, two hundred stackable chairs, and twelve folding plastic tables. Nine (9) Boardroom meeting chairs are now needed for the table.

The following tasks were executed:

- Ceiling removed and new fixtures installed
- Electrical work done
- Partitions removed
- Restrooms refurbished
- Windows and doors repaired

**GENERAL SECRETARY'S REPORT CONT'D.**

- Walls painted, and
- New blinds installed.

There are four Office spaces that will be utilized as follows:

- Exercise gym
- Wellness /meditation room
- Storeroom
- Miscellaneous

**Leleka Champagnie Hostel & Annex**

Both areas were fully booked to capacity, as the Post basic Courses commenced on January 20, 2025, then there was a 70% decrease in April 2025 when the clinical rotations commenced. To date (June 2025) the Hostel is 20% occupied and the Annex 10%, as some persons opted to complete their clinical rotation in the cooperate facilities.

The Association encountered several challenges from some occupants as it relates to parking, the use of the washing machine and dryer, plumbing issues, especially with the toilets and showers, and demands for more space in the rooms. Some Flats remained to be painted and windows to be repaired as soon as they become unoccupied.

The yard remained to be paved as funds were diverted to repair the Coaster Bus which was badly in need of repairs. Body work was done, seats upholstered, and wrapping of the bus in the Association's colours. Permission had to be sought from the Ministry of Health and Wellness Fleet Manager who approved same. Thanks to Mr. Robert Robinson, Fleet Manager, Southern Regional Health Authority who was very instrumental in getting the bus repaired. It is now up to the Association to have it maintained. Due to the heat, it was recommended that a shed be made to accommodate both vehicles so as to preserve the wrappings. Someone has been engaged to do an assessment of the area to be utilized.

The container at the Exit of the property was refurbished, shelves and windows installed, areas painted and branding done; thus, the aesthetics of the property is much more enhanced.

To the rear of the Secretariat there was an issue with sewage which overflowed and caused some discomfort to the employees and occupants of the hostels. Upon assessment it was observed that the large tree trunk of the mango tree had grown across the sewage line thus damaging same. Extensive work had to be done and the trunk of the tree had to be chopped. Removal of the tree has been recommended; however, majority is located on the adjoining property. Dialogue is to be had with the property management regarding this issued.

**Maintenance-**

- The electrical pump that services the Secretariat and the Hostel was burnt out and had to be replaced.
- Blocked drains unplugged
- Refrigerators repaired
- Pest control services done at the Secretariat and Hostels
- Trees were trimmed as recommended by the Pest Control company
- Fire extinguishers checked every quarter
- Garbage collected by Private contractor on demand

**Items bought:**

- Freezer to be utilized between the Secretariat and Mary Seacole House
- Printer for the Accountant to make his work much easier as it relates to printing material

**Mary Seacole House, 72 Arnold Road**

The Caretaker, Mr. Audley Jackson continued to maintain the property; however, the maintenance is not up to par as was expected by the Association. Changes as it relates to the living arrangements has not materialized as promised, however, it is hoped that this will be done in the next Conference year.

**Occupancy** - There were five occupants, three Registered Nurses and two non-nurses occupying the domesticated area. One non-nurse has since vacated the premises, thus there are four persons in residence. The three Registered nurses will vacate the premises the end of August as their Post basic programmes will come to an end. Some repairs were done to the rooms and painting done.

The entrance door to the Caretakers place of abode was replaced as the previous one was destroyed by termites.

**Julie Symes Auditorium** - The Julie Symes Auditorium continue to be utilized for monthly Executive Meetings, and other events as the need arise. The storeroom received a facelift by the installation of shelves and painting. The rear doors were repaired and the next task is to have the roof repaired and the lifting tiles replaced. The toilets need a facelift and this will be addressed when funds become available.

Extensive electrical work had to be done on the property, as two utility posts were poised dangerous with wires hanging loosely. The Jamaica Public Service Company (JPS) was contacted but we were told that it was the Association's responsibility to have it fixed, as it was on private property.

**GENERAL SECRETARY'S REPORT CONT'D.****Repairs & items bought:**

- Refrigerators repaired
- Washing machine for use by the occupants

**The Golden Retreat (Retirement Home) 24½ Seymour Avenue**

The Golden Retreat is a Home away from Home for nurses, nurses' relatives and occasionally non-nurses who are in need of long or short-term accommodation that is conducive to peace of mind and relaxation. There are also the Flats for members and non-nurses who are pursuing further studies.

**Staff Compliment**

- One Part-time Nurse Manager
- One Cook
- Three Housekeepers
- One Reliever Housekeeper (Contract)
- One full-time Caretaker/Gardener + a Reliever
- Four Caregivers (Patient Care Assistants) covers the night duty

**Three sessional Nurse Managers**

- One relieves Wednesdays and Fridays
- One on Saturdays and the other on Sundays

There are six (6) residents at the Home who appears to be comfortable. Of note, the six residents have to be monitored closely at nights, especially the three who are not housed in the main house; thus, a Caregiver was employed May 2025. The duty schedule will now have two persons on each night.

Miss Nardia Smith, Cook, and Mr. Cleveland Sheppy, Gardener/Caretaker went on vacation leave April 2025, and both have resumed duties. During the vacation leave period, two persons were rotated from the Secretariat to the Golden Retreat.

**Re-employment** - Four (4) members of staff proceeded on retirement leave. Two Caregivers and two Housekeepers. Two Caregivers were re-employed on contract, one for six months which ended February 17, 2025, and the other received two years 2024-2026. Of the two Housekeepers, one re-employed on contract for two years and the other opted not to seek re-employed.

A Caregiver was employed November 2024 and she replaced the person whose contract ended February 2025. Of note, the six residents had to be monitored closely at nights, thus the situation was assessed and another Caregiver was employed. The schedule of duty now has

two persons working each night, as three residents are not housed in the main house.

One Housekeeper separated herself from the job in November 2024. She was disrespectful to the Manager and other members of staff, and when called to a meeting at the Secretariat she refused. However, in December 2024 she called to apologize and asked to be taken back. The breaches were outlined to her and she was told that the Association's management would not accommodate her.

**Flats**

Two Registered Nurses completed their course of studies and have vacated the premises. The two (2) non-nurses are still in residence and should complete their studies in November 2025.

The Board was re-established and a sensitizing meeting held where the Terms and Conditions were reviewed. However, another meeting is yet to be convened as persons are not available when date and time are set.

The Public Health Inspector continued to monitor Standards of Operation of the Home, and an assessment of the property was recommended by the team to be done by a Pest Control Company. A company was contacted and the findings showed that there were rats in the trees. Recommendation was that the tree limbs be trimmed, especially those near the building. This was done and debris removed. The company also recommended that bait traps be set which was done and is maintained monthly.

**Items bought:**

- Two blood pressure machines
- Weed whacker
- Ceiling fan

**Maintenance/Repairs:**

- Sewage pits overflowed and cleaned
- Electrical water pump burnt out and replaced
- Termite infested door jambs removed and replaced
- Two doors had to be replaced due to termite infestation
- Refrigerators and washing machine repaired
- Electrical work done
- Electronic gate repaired

**Conclusion**

There are many opportunities and serious challenges ahead, but nothing is impossible if we unite and put our trust in the Lord. Let us be strong, be courageous as unity is strength, as we Remain "United in Service."

# RECORDING SECRETARY'S REPORT

## Introduction

*Great spirits have always encountered violent opposition from mediocre minds. Albert Einstein*

The conference year 2024-2025 was one that kept the words "United in Service" edged in our minds as Recording Secretaries for the Nurses Association of Jamaica (NAJ). We made it our mantra to ensure that not only quality work was produced but also factual and concise work garnered, and timely information disseminated. Though hurdles tried to plunge us over board, we rode the waves, stood our ground, and trusted the process. As the journey continued, we utilized the necessary means to propel us to the next step by ensuring that the task was accomplished, and that proper documentation was collated, reflecting the worth of the Association. Anchored to achieve the best, we served with humility and tenacity as we purposed in our minds to persevere. We were grateful for the opportunity to have served such an august body, and we will continue to be strategic in the delivery of the work produced and resilient when feeling overwhelmed.

## Meetings

The following were scheduled and unscheduled meetings outlined for the Conference year 2024-2025:

- Three Island Council Meetings
- Three Quarterly General Meetings
- Ten Executive Meetings
- Officers Meetings
- Three Emergency Meetings
- Committee Meetings

## Island Council Meetings

The 79th Executive and 55th Conference year of the Nurses Association of Jamaica (NAJ) held a total of three Island Council Meetings. The Island Council is made up of representatives from the Regional and Special Interest Groups within the fourteen parishes of the island. It is hoped that information shared at these meetings will enhance the networking capacity of its members and strengthen the Association to be more accessible to the nursing arena thus causing an expansion in our ability to remain united in service.

The Island Council body assumes office at the Annual General Meeting and Island Conference each year and is responsible for the development of policies for the Association. The Island Council also appoints eighteen (18)

persons from its membership along with the President and Vice Presidents to serve as the Executive body.

The first Island Council Meeting was held at the Orion Ball Room, Moon Palace Hotel, Ocho Rios, St. Ann, on Saturday October 12th, 2024. The Executive of the NAJ and Council Members to serve were nominated, elected, and presented to membership for the conference year 2024-2025.

The second Island Council Meeting was held at the Henry Shaw Auditorium, Kingston Public Hospital on Saturday January 11th, 2025, hosted by the Maternal & Child Group (Victoria Jubilee Hospital).

The third Island Council Meeting was hosted by the Mental Health assessors and stabilizers, the Kingston "B" Group (Bellevue Hospital) on July 5th, 2025.

## Quarterly General Meetings

The Quarterly General Meeting are held at suitable locations through the island giving membership updates of activities of the Association. These meetings allow for members to voice concerns through resolutions and motions of issues affecting the profession of nursing, health care delivery services and the Association. Throughout the tenure, three such meetings were held.

The first Quarterly General Meeting hosted by the Nurses Association of Jamaica, was held on Saturday December 7th, 2024, at the Julie Symes Auditorium, Mary Seacole House, 72 Arnold Road, Kingston 5.

The second Quarterly General Meeting of the 79th Executive and 55th Conference Year of the Nurses Association of Jamaica (NAJ) was held Saturday March 8th, 2025, at the Queen Sofia Women's Centre Conference Room, Spanish Town Hospital, hosted by the St. Catherine "A" Group.

The third Island Council Meeting which was a combined meeting with the third Island Council Meeting was hosted by the Kingston "B" Group (Bellevue Hospital) on July 5th, 2025.

## Emergency Meeting

Three Emergency meetings were called by the President of the NAJ with the approval of the Officers to deal with an outstanding matter of extreme importance regarding the outstanding compensation review items.

## RECORDING SECRETARY'S REPORT CONT'D.

### Officers Meetings

As an Association, the Officers met monthly prior to Executive meetings to discuss pertinent issues regarding the way forward for the Association and membership, and as such a total of ten (10) meetings were held.

### Executive Meetings

The NAJ's Executive consists of twenty-five persons whose mandate is to implement policies of Island Council, authorize expenditure through the Finance Committee, appoint sub-committees or groups, maintain the Secretariat, elect Recording Secretary and Assistant Recording Secretary, Treasurer and Assistant Treasurer, from among its members at the first monthly meeting of the new Conference year.

Meetings are held on first Wednesdays of each month or otherwise indicated. A total of ten (10) such meetings were held for the conference year. At the first meeting, the following Officers and Parliamentarian were elected:

- Recording Secretary Mrs. Kahon Duhaney Gordon
- Asst. Recording Secretary Mrs. Meisha Young-Lewars
- Treasurer Mrs. Corlette Francis-Spencer
- Assistant Treasurer Miss Beretta Thomas

Mrs. Michelle Hales-Thompson was named Parliamentarian for the conference year 2024-2025.

The Executive meetings herald discussions of issues related to, but not limited to the profession of nursing, the health care delivery service, and education throughout the tenure. Discussions were had regarding several items, some of which is mentioned below:

- Outstanding Compensation Review Items
- Salary Negotiations and Fringe Benefits Preamble
- AGM/Island Conference 2025
- International Council of Nurses (ICN)
- Management of NAJ Properties, to include, Property Maintenance, Structural Assessment, 2nd level floor of the Secretariat renovations, Rental of Properties
- Membership update, to include, Concerns of members, Welfare of members, Update on Inactive groups, Membership Dues
- Presidential visits to facilities
- Updates on External Organization Meetings
- Financial Integrity
- NAJ Disaster Plan
- NAJ Website and Database
- Caribbean Nurses Organization (CNO)
- International Council of Nurses (ICN)
- Review of Polices within the Association
- NAJ Presidential Elections
- Scholarships and Grants

### Other Meetings

As an Association, we were visible and as such met on various platforms with individuals locally, regionally, and internationally. We met not only to concretize the affairs

of the Association but to network with other entities and to build nursing into a voice that heralds on behalf of membership. The various opportunities have afforded us an audience with a few stakeholders such as:

- The Minister of Health and Wellness (MOH&W)
- The Permanent Secretary in the MOH&W and team
- Ministry of Finance and the Public Service technocrats
- Jamaica Coalition for Tobacco Control
- LASCO Chin Foundation (LCF)
- Violence Prevention Alliance (VPA)
- Courtesy Visits

### Congratulations

As our members celebrated victories, we herald expressions of joy for their various achievements ranging from those who got engaged or married, gave birth, completed courses, started courses and those who got appointed. We also laud and congratulated the children of members for making the next successful step towards a greater future.

### Condolences

Sincere condolences were expressed to the families of members, and members who have lost relatives throughout the tenure. Our prayers continue to be with them as they go through a time of bereavement.

### Conclusion

Zig Ziglar postulated that **"among the things you can give and still keep are your word, a smile and a grateful heart."** and we are indeed grateful for the opportunity to have been of service to the Nurses Association of Jamaica.

Madam President, Mrs. Dawn Marie Richards, we laud your efforts and the insightfulness of your approach to advance the Association through networking, leadership and cadence. We thank you for the drive you have instilled in us not only to work hard, but to be a voice for nursing when we sit at tables.

General Secretary, Miss Laverna Campbell we thank you for your dedicated service throughout the tenure. To the Officer core, Secretariat staff and the various groups who laboured with us throughout the tenure, thank you.

*"Surround yourself with those who see greatness within you, even when you don't see it yourself."* Zig Ziglar

Prepared by:

**Kahon Duhaney Gordon (Mrs.)**  
Recording Secretary

**Meisha Young-Lewars (Mrs.)**  
Assistant Recording Secretary

# TREASURER'S REPORT

**"All our dreams can come through, if we have the courage to pursue them" - Walt Disney.**

## Introduction

The Nurses Association of Jamaica (NAJ) is a non-profit Organization that is funded by membership dues, revenues from rental of properties, dividends from investments and some fundraising activities.

For the reporting period August 2024-July 2025, the Association maintained a steady financial position. The main objective for the financial year was to maintain financial stability and this was successfully achieved.

## Membership Dues

Membership dues is 2% of members monthly basic salary and contributions are made by salary deductions and are being remitted by the four Regional Health Authorities, University Hospital of the West Indies and the Bellevue Hospital, in a timely manner. Through the collaborative efforts of the Chairman and Co-chairman Chairman of the Membership committee, the Association continues to gain new members. The total membership as of July 31, 2025, stands at Two Thousand Three Hundred and Thirty-Five (2,335). One Hundred and Twenty (120) new members were added during the year. The Association has lost members due to unwise decisions, migration, retirement, resignations and death.

## Properties

The Nurses Association of Jamaica owns three (3) properties, namely, Mary Seacole House, 72 Arnold Road, the Golden Retreat, 24½ Seymour Avenue and the Mary Seacole Annex which houses the Leleka Champaigne Hostel and Secretariat, 4 Trevennion Park Road. Rental from accommodation of these properties assisted with the day-to-day activities of the Association. Occupancies of the Hostels were up to 100% for the most part of the year in review.

The Secretariat continues to function effectively and efficiently with the complement of staffing and for this we are grateful. All obligatory and statutory deduction payments for our employees have been paid over to the relevant agencies.

The properties underwent and continues to have major repairs and refurbishing done during the conference year. Signages were done and erected at the Secretariat, which enhanced the building's aesthetics.

## Fundraising Activities

The fundraising committee although very active this year, did not realized the projected income. Never the less, some activities were accomplished such as the monthly raffles at Executive meetings and a Fish Fry. These activities brought additional funds into the Association, and the committee members must be congratulated for their continued dedication and efforts in support of the Association.

## Investments

The Nurses Association of Jamaica has always engaged in the investment industries on different financial platforms. These investments yielded additional monies which help in maintaining its viability. The Nurses Association of Jamaica investments are located at different financial institutions, such as, National Commercial Bank Capital Market, Mayberry Investment and Jamaica National. These investments continue to do well for the financial year ending July 31, 2025.

**TREASURER'S REPORT CONT'D.**

**Quarterly Reflection on Financial Position**

<b>Items</b>	<b>Aug- Oct 2024</b>	<b>Nov – Jan 2024 – 2025</b>	<b>Feb – April 2025</b>	<b>May – July 2025</b>
Income	76,429,983.00	46,152,219.00	46,817,298.00	50,469,552.00
Expenditure	74,356.730.00	44,748,614.00	36,447,116.00	37,093,824.00
Surplus/Deficit	2,073,253.00	1,403,605.00	10,370,182.00	13,375,729.00

<b>COST CENTRES</b>	<b>COST</b>
<b>Income</b>	
Membership Dues	136,237,077.00
Accommodation/Rental	21,592,985.00
Annual General Meeting (AGM)	35,876,413.00
Fundraising Income	1,276,650.00
Interest on Bonds and Certificate of Deposit	17,636,543.00
Nurses' Week 2025	2,993,329.00
International Nurses' Day (Income)	806,432.00
Dividend Income	36,088.00

<b>Properties</b>	
Maintenance and Repairs	6,514,238.00
Property taxes	1,440,300.00
Salaries / Wages/Emoluments	36,529,996.00
<b>Miscellaneous</b>	
Travelling	4,084,539.00
Motor Vehicle/Transportation expenses	3,535,967.00
Annual General Meeting Expenses	38,853,359.00
<b>Utilities</b>	
Water	2,433,626.00
Electricity	4,849,055.00
Telephone	328,503.00
Internet and Cable	1,440,435.00
Audit Fees	2,500,000.00
<b>Others</b>	
Statutory Deductions	3,989,306.00
Groceries/Household Items	4,538,425.00
Property Insurance	5,881,566.00
<b>International Travel &amp; Membership Dues</b>	
CNF	1,006,771.00
ICN	3,564,502.00

**TREASURER’S REPORT CONT’D.**

**Income Generated Revenues**

The major income generated areas are as follows:

<b>Income Generated</b>	<b>Cost \$</b>
Membership Dues	136, 237,077.00
Properties	21, 592,985.00
Dividend on Investment	17, 636,543.00
Fundraising	1, 276,650.00

General Operations	136.2M
Legal Fees 2024- 2025	37.84M
The Jamaica Nurse Magazine	15.15M

**Please note that the figures listed/presented are unaudited.**

**Conclusion**

The year in review was a challenging one, however, with Christ in the vessel we continue to ride out the storms. Amidst the challenges the Association remains focused as we continue to meet our financial obligations adequately.

Special heartfelt thanks to Madam President Mrs. Dawn Marie Richards, General Secretary Miss Laverna Campbell, Past Treasurers and Assistants, Mrs. Michelle Hales-Thompson, Mrs. Claudine Douglas-Cole and Mrs. Chrisan Barrett-Nedrick, for their leadership, guidance and support. Also Mr. Wayne Rochester, Accountant and the members of the Finance committee, for their commitment and support during the year. The team did well to maintain transparency and accountability as anticipated by members of the Association, despite the obstacles and difficulties faced.

Thanks to membership for giving us the opportunity to serve as Treasurer and Assistant Treasurer for the past year. Thanks to the entire staff of the Secretariat for their support as we remain "United in Service."

*Prepared by:*  
**Corlette Francis Spencer**  
 Treasurer

**Beretta Thomas**  
 Assistant Treasurer



# SPECIAL REPORTS



**26th COMMONWEALTH NURSES & MIDWIVES  
FEDERATION MEETING / 6TH CNMF BIENNIAL CONFERENCE**  
**St. Georges Bay, St. Julian's, Malta,**  
**September 26-28, 2024**

**Delegates:**

Mrs. Dawn Marie Richards *President*  
Mrs. Kahon Duhaney Gordon *Recording Secretary*  
Mrs. Meisha Young-Lewars *Asst. Recording Secretary*

**Observers:**

Miss Laverna Campbell *General Secretary*  
Miss Camille Williams *Member*

**Introduction**

The Commonwealth Nurses and Midwives Federation (CNMF) was established in 1973 and accredited to the Commonwealth in 2004. The CNMF is registered in the United Kingdom as a private limited company. The CNMF works with its membership: National Nursing and Midwifery Associations from Commonwealth countries, affiliates, associates and individual members, in order to influence health policy, develop nursing networks, improve nursing standards and competence, and strengthen nursing leadership throughout the Commonwealth.

The CNMF maintains close links with Commonwealth bodies and civil society organizations within the Commonwealth ‘family’ and liaises with international bodies, such as the International Council of Nurses and the International Confederation of Midwives. These links enable the CNMF to plan strategically on issues of concern to nursing and midwifery in a global context.

The strategic directions for the CNMF focus on seven key areas: governance, administration, finance, projects, communication, liaison, and membership.

**26th CNMF Biennial Meeting/6th CNMF Conference**

The 26th CNMF Biennial Meeting of Members was held on 26 September 2024, and a very successful 6th Commonwealth Nurses and Midwives Conference was held 27-28 September. The Conference was held in partnership with the Malta Union of Nurses and Midwives under the theme “**Health for All: Nurses and Midwives meeting the challenge-showing the Way.**”

**26th CNMF Biennial Meeting-26 September 2024**

The Biennial Meeting of Members was held at the new offices of the Malta Union of Midwives and Nurses (MUMN) in Qormi, Malta. The meeting provided Nurses and Midwives with the opportunity to showcase their contributions to improve the health and wellbeing of the citizens of the Commonwealth. The CNMF Biennial Meeting of Members is the decision-making body of the organization. Fifty-one CNMF members from twelve Commonwealth countries were in attendance.

The day’s activity began with MUMN giving delegates a tour of their new offices followed by a grand welcome to Malta by Mrs. Kathleen McCourt, President of the CNMF, Mrs. Jill Iliffe, Executive Secretary and Mr. Paul Pace, President of the Malta Union of Midwives and Nurses. They made everyone feel very welcome.

The Biennial Meeting received reports from:

- CNMF President, Mrs. Kathleen McCourt
- Executive Secretary, Mrs. Jill Iliffe
- Honorary Treasurer’s report was done by Mrs. Jill Iliffe
- The CNMF Audited Accounts for the previous two years since the last Biennial were presented to members as well as the CNMF Strategic Directions 2025-2026
- Regional Board Members had the opportunity to make their presentations on the developments or lack thereof in their respective regions

The Atlantic Region of which Jamaica is a part of was represented by Mrs. Rose Marie Josey from the Commonwealth of the Bahamas. The other Regions that made presentations were Asia and the Pacific Regions, Europe Region and the Africa Region (West Africa and ECSA Africa).

Lunch was generously sponsored by the Government of Malta, and in the afternoon, delegates met in their Regions to discuss challenges and opportunities. Generally, the difficulty in obtaining Schengen visas for countries in Asia and Africa, the distance to travel, and the cost were common challenges.

**26th COMMONWEALTH NURSES & MIDWIVES FEDERATION MEETING /  
6TH CNMF BIENNIAL CONFERENCE (cont'd.)**

In the afternoon, members met together in Regional groups to discuss current challenges and the way forward.

**CNMF Asia and Pacific Regions**

- Informal contact with countries in region
- Online regional meetings
- Regional conferences
- Maintain contact during the period between Biennial.

**CNMF Europe Region**

- Challenge the discrimination and stereotyping of Nurses and Midwives
- Equality of genders within the two professions.

**CNMF Atlantic Region**

- Restoration of dormant countries in the region to membership of the CNMF
- Funding to facilitate countries to participate in regional CNMF activities
- Migration of nurses and actions of recruitment agencies
- Implementation of Universal Health Care and the role of nurses in that context
- Conflict with introduction of direct entry midwifery courses,
- Need to formalize ‘mentorship’.

**CNMF Africa Region (West Africa and ECSA Africa)**

- Migration
- Education and retention of Midwives
- Identify countries not currently members – reactivate membership
- Use of CNMF policies in country
- Disaster preparedness.

These issues will form the basis of Regional planning for the next two years

- Three new policies were also presented to the meeting.
- Policy Statement on Universal Health Coverage led by Mrs. Rose Marie Josey from the Bahamas
  - Policy Statement on Emergency and Disaster Preparedness and Response, led by Mr. Sinon Hlungwani from South Africa
  - Policy Statement on Health Equity, led by Mr. Demetris Loizou from Cyprus

The 26th CNMF Biennial Meeting was adjourned at 6:00pm.

**6th CNMF Conference, 27-28 September 2024**

The first day of the two-day conference was held at the Intercontinental Hotel meeting room.

The day began with registration of each participating member, followed by the Opening of the Conference. Melodious renditions were done by the Commonwealth Children’s Choir and Malta Tenor and Nurse: Alan Sciberras.

Conference welcome was done by:

- Professor Kathleen McCourt, President, CNMF
- Dr. Theresa Porrett, Vice Chair, Royal College of Nursing Council (RCN)
- Dr. Stavros Vryonidis, President, Cyprus Nurses and Midwives Association (CYNMA)
- Mr. Paul Pace, President, Malta Union of Midwives and Nurses (MUMN) Conference

**Greetings**

- The Hon Baroness Patricia Scotland, Secretary General of the Commonwealth
- Dr. Anne Gallagher, Director General of the Commonwealth Foundation
- Dr Pamela Cipriano, President, International Council of Nurses (via zoom)
- Dr. Aristides Chorattas, President, European Federation of Nurses Associations

The Official Opening of Conference was done by The Hon Joe Etienne Abela, Minister for Health and Active Ageing

After refreshments, the day proceeded into a day of well-organized presentations and discussions that allowed members to gain insight and knowledge in many thought-provoking and relevant topics.

These topics included:

- Showing the way in caring for children and young adolescents
- Showing the way in quality nursing and midwifery education
- Showing the way in leadership
- Showing the way for an inclusive profession
- Showing the way caring for older people
- Showing the way in Global Health Equality
- Showing the way in the use of digital technologies and social media

A total of fifteen sessions were had with some sessions running concurrently.

**26th COMMONWEALTH NURSES & MIDWIVES FEDERATION MEETING /  
6TH CNMF BIENNIAL CONFERENCE (cont'd.)**

Day one of the conference closed with a welcome reception hosted by Mr. Paul Pace, President of the Malta Union of Nurses and Midwives.

Day two commenced with registration followed by greetings by the Honourable Clayton Bartolo, Ministry for Tourism and Public Cleanliness.

Members were then reminded of the Oral Health project by Director and Founder Miss Christine Hancock, Executive Secretary Mrs. Jill Iliffe and Mr. Craig Fitzpatrick. The Oral Health Song was also shared by the members and the general report on its progress was presented.

The days' activities continued with nine concurrent sessions which included:

- Showing the way in Maternity care
- Showing the way in a Global Environment
- Showing the way using an innovative partnership
- Showing the way in research
- Showing the way in innovative nursing and Midwifery care
- Showing the way in supporting carers
- Showing the way for an inclusive profession.

This session was chaired by Mrs. Dawn Marie Richards, President of the Nurses Association of Jamaica.

The Keynote Speaker for the closing of the conference was Dr. Deva-Marie Beck of the Canada Nurses' Voice: Grassroots to Global, and this was done in the form of a PowerPoint presentation.

The close of conference was done by The Hon Malcolm Agius Galea, Parliamentary Secretary for Health and Active Ageing. The Voca Choir Malta then brought the curtains down with a beautiful rendition of "We are the World."

The 6th Commonwealth Nurses and Midwives Federation Conference allowed us in an International forum to gain insights on how colleagues are faced with challenges and measures taken to improve health outcomes, achieve Universal Health coverage, preparing for or responding to natural disasters, mitigating climate change, meeting the sustainable development goals or any other challenge which contributes to the global health and wellbeing of individuals and communities across the lifespan in all settings.

The three days spent interacting with individuals from different countries and regions, has reminded us that

Jamaica stands vast on the global platform. We were honoured to share our developments over the years as a country and give insights into how targets can be met. Through the Association, insights have been given, into how Jamaica moved forward in meeting the sustainable development goals, the progress made, and the plans put in place to move the country forward.

*Prepared by:*  
**Kahon Duhaney Gordon (Mrs.)**  
**Meisha Young-Lewars (Mrs.)**

## Council of National Nursing Association Representatives Meeting (CNR) Helsinki, Finland, June 7-9, 2025

**Delegate:** Mrs. Dawn Marie Richards (*President*)  
**Technical Assistant:** Mrs. Kahon Duhaney Gordon (*Recording Secretary*)  
**Support Person:** Mrs. Meisha Young Lewars (*Assistant Recording Secretary*)  
**Proxy:** Miss Beretta Thomas, (*Assistant Treasurer*)  
 Miss Laverna Campbell – *Observer*  
 Miss Candice Thompson – *Observer*  
 Miss Camille Williams – *Observer*

Mrs. Dawn Marie Richards, President of the Nurses Association of Jamaica, along with three other members of the Officer core and Observers attended the meeting of the Council of National Nursing Association Representatives, which was held from June 7 - 9, 2025, at the Messukeskus Conference Center in Helsinki, Finland.

This meeting, held over two and a half days, had over 104 member countries of the International Council of Nurses in attendance, bringing their concerns and opinions in discussing the matters brought forward on a compact agenda. The meeting was strategically divided into closed-door business sessions, which had the election of officers and other representatives, as well as discussion of private matters. There were also open-door activities and discussions in which the media and observers were allowed to take part.

### Day One ( June 7)

The day commenced with Roll call, which was followed by a business discussion of the ICN Reports that was presented by Mr. Howard Catton, CEO, and Miss Pamela Cipriano, President. A question-and-answer session followed the reports, and gratitude was expressed to the team for all the accomplishments that were made during the period of reporting. The day's activities were ended with the Presidential candidates giving their twenty-minute address to the representatives highlighting their plans if chosen to be the ICN President 2025.

### Day Two (June 8)

Day 2 commenced with a quorum being ascertained and then proceeded with robust discussions during the group's business sessions. Lunch of the day was a shared moment with the Nursing Students and the Young Nurses Alliance representatives. The President of ICN welcomed the participating members and expressed how

happy it was for the ICN to now have this group formed. The day continued with Madam President highlighting the new definition of "Nurse" and "Nursing" to the group, and a unanimous vote was received for acceptance of the two definitions.

### Who is a Nurse?

*A nurse is a professional who is educated in the scientific knowledge, skills and philosophy of nursing, and regulated to practice nursing based on established standards of practice and ethical codes. Nurses enhance health literacy, promote health, prevent illness, protect patient safety, alleviate suffering, facilitate recovery and adaptation, and uphold dignity throughout life and at end of life. They work autonomously and collaboratively across settings to improve health, through advocacy, evidence informed decision-making, and culturally safe, therapeutic relationships. Nurses provide people-centred, compassionate clinical and social care, manage services, enhance health systems, advance public and population health, and foster safe and sustainable environments. Nurses lead, educate, research, advocate, innovate and shape policy to improve health outcomes.*

### What is Nursing

*Nursing is a profession dedicated to upholding everyone's right to enjoy the highest attainable standard of health, through a shared commitment to providing collaborative, culturally safe, people-centred care and services. Nursing acts and advocates for people's equitable access to health and health care, and safe, sustainable environments. The practice of nursing embodies the philosophy and values of the profession in providing professional care in the most personal health-related aspects of people's lives. Nursing promotes health, protects safety and continuity in care, and manages and leads health care organizations and systems. Nursing practice is underpinned by a unique combination of science-based disciplinary knowledge, technical capability, ethical standards, and therapeutic relationships. Nursing is committed to compassion, social justice, and a better future for humanity.*

The day continued with each delegate of the Nursing Associations casting their votes for the candidate of choice to represent the ICN as President and other Board members representing each region.

The voting session was followed by each member group's NNA delegate being placed in a group with a specific

**Council of National Nursing Association Representatives Meeting (CNR)  
Helsinki Finland, June 7-9, 2025**

topic for discussion. Each formed group then had to discuss specific items and report their findings and discussion to the meeting.

**Day Three (June 9)**

The business sessions continued as a closed-door session, with discussions on many issues faced by representatives of the National Nurses' Association. These issues, which had been brought forward as a resolution and not accepted, were discussed at length in an attempt to find amicable solutions to each situation.

ICN also had its presentations of special awards, which included

- The Girl Child Award was presented to Taiwan, Japan, and Korea
- The Humanitarian Award was presented to the USA, Korea, and Ireland
- The Education Award was presented to China and Canada.

The National Nurses Association Innovation Award was presented to the Korean nurses

The day ended with the announcement of the election results, naming the following persons as President and representatives.

José Luis Cobos Serrano	President
Myrna Abi Abdallah Doumit	Eastern Mediterranean
Emily McWhirter	West and Central Europe
Ricardo Correia de Matos	Southern Europe
Sylvain Brousseau	North America and Caribbean
Nora E. Barahona De Peñate	Central and South America
T. Dileep Kumar	South East Asia
Ching Min Chen	Asia
Debra Thoms	Pacific and Eastern Asia

## 30th International Council of Nurses (ICN) Congress Helsinki, Finland, June 9-13, 2025

The International Council of Nurses Congress 2025 was held from June 9 - 13, 2025, at the Messukeskus Conference Room in Helsinki, Finland, under the theme "Nursing Power to Change the World."

The Congress commenced with the Opening Ceremony in the afternoon. During this session, the countries in attendance paraded their national wear, carrying their National Nurses' organization signage, and were introduced to participants members and other national representatives present. Greeting was brought to the group by President Pamela Cipriano, Her Royal Highness Princess Muna of Jordan. The evenings event was hosted by Mr. Howard Catton, special guest presentations were also done, which included a dancing duo, a musician accompanied by a singer from Helsinki.

### June 10, 2025

The educational aspect of the Congress began with representatives looking into the future of ICN's flagship projects. These short, engaging sessions shared what's coming next, including ICN's new goals, upcoming activities, and ways to stay involved.

The first plenary session of the Congress was "Inspiring leaders' vision, action, and impact for lasting change". This session explored the transformative power of visionary leadership in driving lasting change within the health care sector. It highlighted how leaders can inspire and lead with purpose to create sustainable improvements in healthcare systems globally. The group of panelists provided valuable insights on the intersection of vision, action, and impact, offering actionable strategies for empowering nurses to lead change in their communities and beyond.

Symposiums of the day included:

- Driving nursing and midwifery leadership of digital transformation in healthcare
- Elevating the impact of the ICN leadership center
- Writing for publication for nurses
- Do we need global standards in nursing education
- Nurses pioneering change, enhancing vascular access services

Concurrent sessions of the day included

- Nursing leadership

- Potential of AI nursing
- New leadership competencies
- Nurses in the media
- People-centered Care

The afternoon's main session was a discussion on strategies for quality and safety in people-centered care. This session highlighted the growing challenge of improving and ensuring patient safety in health service delivery globally. It focused on physical safety, psychological well-being of health workers' safe working environment, and safety culture. This session examined global developments in patient safety and nursing, including the implementation of the global patient safety action plan from 2021 to 2030. Emphasizing a holistic approach to healthcare. This session also underscores the importance of quality and safety in people-centered care, aiming to elevate healthcare standards worldwide and ensure every patient receives the best possible care.

The second plenary session of the day, "Improving Nurse Well-being, retention and patient safety: lessons from the Magnet 4 Europe intervention". This plenary session explored the critical components of a safer, more effective health system by focusing on the relationship between safe staffing, positive workplace cultures, and high-quality patient care. Drawing from research, international data, and on-the-frontline experiences, the panelists discussed the importance of investing in safe staffing levels, fostering supportive workplace environments, and promoting practices that lead to both patient and staff well-being.

The third plenary session of the day, "Achieving the SDG's through strong health systems: pathways to sustainability and global health". This session focused on the critical role of strong health systems in achieving the United Nations' Sustainable Development Goals, particularly health-related targets. The presenters explored the solutions as relating to resilient healthcare infrastructure, skilled workforce, and policy innovation are key to overcoming global health challenges, ensuring universal health coverage, and improving access to quality care. It's also highlighted how comprehensive health systems are essential to meeting SDG 3 and fostering global health, inspiring participants to take action in their own practice and communities.

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**June 11, 2025**

A long day mixed with symposiums, concurrent presentations on varying topics, plenary sessions, and main presentations.

Symposium topics included:

- Writing for publication for nurses
- Upholding integrity and excellence: Nursing ethics and regulation
- Policy leadership in action
- Nurses' staffing policies, to attract and retain nurses: separating fact from fiction
- Empowering quality nurse educators for the future nursing workforce
- Development of the nurse-led hospital model as an example of innovative healthcare delivery
- Preparing nurses for the future

The day's plenary session was held on the topic of health systems in Europe, lessons from Finland, and innovations for global Health Equity. This session provided a comprehensive overview of Europe's health systems, highlighting key trends, challenges, and opportunities for advancing Health Equity across the region. Experts discuss the diverse healthcare models within Europe, examining how various nations address issues like access to care, quality, and sustainability in the face of evolving health needs. The focus was placed on Finland, exploring all the country's innovative approaches to healthcare that are influencing both national policies and Regional Health strategies.

Concurrent sessions were also held throughout the day. The topics included

- Emerging roles in nursing
- Advanced practice nursing
- Quality of care
- Emerging health challenges
- Continuing professional development
- Workplace health and safety

The afternoon main session was on the topic of experiencing Nordic nursing at the ICN Congress. This session celebrated the excellence and innovation in nursing across the Nordic region. It covered several key areas, including the high-quality nursing education program in the Nordic countries that prepares nurses for diverse and advanced roles. There were numerous video presentations about how Nordic nurses provide comprehensive care from advanced care to elder care and mental health services. It also shows that Nordic countries are at the forefront of integrating health technology in the enhancement of patient care. Members gained insights into the unique and effective healthcare systems of the Nordic region.

**June 12, 2025**

This day commenced with a sponsored symposium and had symposiums strategically implanted in the offerings of the day; the topics included

- Rehabilitation in primary care: The importance of engaging nurses
- Research: funding for nursing research and support for nurses in research careers
- Empowering nurses navigating prescribing practice and regulations. Our very own Mrs. Heather McGrath as a member of the panel.
- Nurses for peace: collaborative health solutions in crisis zones
- Violence against healthcare systems during insecurity -strategies for supporting staff and health systems
- The definitions of Nurse and Nursing: Honouring the Past, shaping the Future

The plenary session for this day was the State of the world's Report, highlighting nursing-investing in the workforce for health equity and economic growth. This session focused on insights and imperatives from the latest state of the world's nursing report, emphasizing the critical need for investment in the nursing workforce. The report findings highlighted the global nursing workforce gaps, essential policy action, and the direct impact of nursing investment on health systems, gender equity, and economic advancement. In the form of a panel discussion, it was discussed that a well-supported nursing workforce is fundamental not only for improved health outcomes but also for achieving broader social and economic goals.

The concurrent sessions of the day included:

- Integrating technology in nursing
- Patient Safety
- Disaster Nursing
- Evidence-based practice in the nursing profession
- Community resilience and nursing
- Mobile health applications are creating cultures of excellence, patient safety, and disaster nursing

The main Session of the Day was a discussion on the topic: Nursing on the frontlines delivering essential care in crisis and conflict. This session highlighted that Nurses play a pivotal role in providing essential health care services and challenging environments. This session explored humanitarian actions and the delivery of emergency healthcare in changing situations and highlighted that all nurses demonstrated adaptability and compassion while delivering lifesaving care and addressing urgent medical needs. In addition, it also highlighted that all nurses play

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an essential part in fostering health systems resilience in fragile and conflict-affected countries, and is the supporting access to healthcare for vulnerable populations and fostering societal security through education, preventative measures, and preparedness initiatives.

#### June 13, 2025

Symposiums of the day included

- NNAs' Role in promoting A sustainable workforce
- Finish nursing power national benchmarking
- The hidden value of nursing data
- Cultural mediation in a changing health care environment.
- Quality improvement or research
- Nursing for Plenary health: A global health Priority.

The plenary session was held on the topic of Health for Peace. This session brought together leaders in global health, humanitarian care, and peace advocacy who discussed the essential role of healthcare in promoting peace and stability in conflict zones. In the form of a panel discussion, the panelists shared their experiences and insights on delivering compassionate, effective healthcare amidst conflict, addressing the challenges faced in these environments, and the transformative impact of health as a foundation for peace building. This session provided an in-depth understanding of the intersection between health and peace, exploring how our healthcare initiatives can foster resilience, restore dignity, and support communities in crisis.

The morning's main session was a discussion on the topic of prioritizing the health and well-being of nurses. This session highlighted the urgent need to prioritize the health and well-being of nurses in the face of increasing challenges such as heavy workloads, emotional exhaustion, and workplace violence. It highlighted the strategies to support both the physical and mental health of nurses, addressing issues like burnout out creating a safe work environment, and promoting work-life balance. The experts discussed all effective policies and practices that can enhance nurse well-being, improve retention rates, and ensure a sustainable workforce.

#### Concurrent sessions

- Machine learning and predictive analytics in patient care, social determinants of health
- Sustainable health practices
- Ethical challenges in modern healthcare
- Nurses' health and well-being. During this session, Miss. Andrea Christie made a presentation on the knowledge and practices of mentoring among nurse leaders and staff nurses at the Sir John Golding Rehabilitation Center.

- Educate one, empower many
- Cultural mediation in a change in the healthcare environment.

The afternoon's main session was a discussion on the topic of realizing the right to health of the indigenous people. According to the World Health Organization, indigenous people make up approximately 6% of the world population. This session explored the health challenges indigenous people face in realizing the right to health and focused on the vital role of nursing in promoting Health Equity and cultural competencies within indigenous populations. It highlighted that nurses are at the forefront of addressing the unique health challenges faced by indigenous communities and in advocating for culturally sensitive care. The discussion explored innovative strength-based approaches to healthcare that respect indigenous traditions and values.

#### Closing ceremony

After seven days of discussions, resolution findings, Education sessions an experience of a lifetime, the curtains were drawn on the event. The closing ceremony was hosted by Mr. Howard, Catton CEO of the International Council of Nurses, and Miss Pamela Cipriano, President of the International Council of Nurses. This momentous occasion celebrated the fact that this Congress had over 6800 participants. Mr. Howard Catton expressed gratitude to all participating National Nurses' Associations and expressed how happy he was with the overall growth of the ICN membership. He informed the group that ICN Congress 2027 will be held in Taipei, hosted by the Taiwan Nurses Association. This group was then given a short time to do a presentation on what to expect on the visit to Taiwan.

The event activities continued with greetings from various stakeholders and presentations from members of Finland's Nurses Association.

The ICN prestigious awards were also given, and the following persons were recipients:

**Kim Mo-Im Policy Innovation and Impact Award....**  
Dr. Hyeon Kyeong Lee. Dean of the Yonsei University School of Nursing

**ICN Health and Human Rights Award ----** Right Honorable Helen Clarke, former New Zealand prime minister and a member of the New Zealand parliament for over 27 years.

**ICN Partners in Development Award – Direct Relief**

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**ICN International Achievement Award --- Dr. Hiromi Sanada**

The event was closed with the outgoing speech of Miss Pamela Cipriano, who expressed her gratitude to all the members of our board who allowed her to achieve are there set targets for the period during which she served as president. She wished the Asian Congress all the best in the years to come and hoped that the new board would continue the progress that day I see an as made over the years. She said that the experience was a great one and that she has learned a lot from working with Mr. Howard, Catton, and the rest of the administrative team. The new President, along with the other representatives, was then introduced to the members. Mr. Serrano gave his inaugural speech, highlighting that he has not come to change the ICN but only to continue on the path that has already been set. He asks for inclusivity for each member to be able to play their role. He recommended that each member ask themselves what they can do every morning and assess what they have done every evening in making themselves and the profession better. He emphasized that we must work together to continue the growth of ICN, which now stands at one hundred forty (140) National Nurses Association and a total of over thirty million Nurses.

It was indeed a privilege to have been counted among the number of members meeting all the criteria to be named as a member of the International Council of Nurses. The meeting brought some of the most immaculate minds in nursing, highlighting that all nursing can be improved across the globe. It allowed countries to share their challenges in an open space, making comparisons and drawing on other countries' interventions in solving varying or similar challenges.

*Prepared by:*  
**Kahon Duhaney Gordon (Mrs.)**  
Recording Secretary

**Meisha Young-Lewars (Mrs.)**  
Asst. Recording Secretary

## 25TH ANNUAL OFFICERS & CHAIRMAN OF COMMITTEES RETREAT, HELD AUGUST 13-15, 2024, AT THE DECAMERON CLUB CARIBBEAN ALL INCLUSIVE HOTEL, SALEM, RUNAWAY BAY, ST. ANN

The 25th Annual Officers and Chairman of Committees Retreat was held August 13-15, 2024, at the Decameron Club Caribbean all Inclusive Hotel, Salem, Runaway Bay, St. Ann, under the theme...**"Our Nurses: Enhancing the Future through Service Leadership."**

### Day 1-August 13, 2024

#### **Call to Order**

The meeting was called to order at 9:00am by the President Mrs. Dawn Marie Richards.

#### **Present were:**

Mrs. Denese Dacres-Reeves - *1st Vice President/ Summer School Committee*  
 Mrs. Sandra Chisholm Ford - *2nd Vice President/ Research Committee*  
 Mrs. Heather Henry McGrath - *3rd Vice President/ Nursing Services Committee*  
 Mrs. Alicia Adamson-Clarke - *Summer School Committee/ Co-Chairman/ Presidential Candidate*  
 Miss Lillian Coke - *Presidential Candidate*  
 Mrs. Kahon Duhaney Gordon - *Recording Secretary*  
 Mrs. Meisha Young Lewars - *Asst. Recording Secretary*  
 Mrs. Claudine Douglas Cole - *Treasurer*  
 Mrs. Chrisan Barrett Nedrick - *Assistant Treasurer*  
 Miss Laverna Campbell - *General Secretary*  
 Mrs. Patsy Edwards Henry - *Immediate Past President*  
 Mrs. Michelle Hales Thompson - *Parliamentarian*  
 Miss Lattar Barker - *Membership Committee*  
 Mrs. Keisha Riley Harrow - *Nursing Education Committee*  
 Miss Serica Brandon Betty - *Social & Hospitality Committee*  
 Mrs. Dawn Kidd Findley - *Observer*  
 Mrs. Nicola S. Powell - *Journal Committee*  
 Miss Carmen Brissett - *SEW Committee*  
 Mrs. Constance Roberts Perkins - *Policy & Constitution Committee*  
 Mrs. Karen Roberts Mason - *Executive Member*  
 Mrs. Corlette Francis Spencer - *Executive Member*  
 Miss Marian McFarlane - *Retirement Home Manager*  
 Mr. Wayne Rochester - *Accountant*  
 Miss Candice Thompson - *NSOY Coordinator*  
 Miss Shantal Remekie - *NOY 2023-2024*  
 Miss Abigail James - *NOY 2024-2025*  
 Miss Carla Williams - *Observer*  
 Miss Camille Williams - *Observer*

#### **Welcome & Introductions**

Mrs. Kahon Duhaney Gordon welcomed all to the NAJ's Annual Retreat and used the acronym **WELCOME**. She encouraged the group by utilizing the acronym:

**W**- wonder constantly  
**E** - encourage daily  
**L** - listen carefully  
**C** - connect frequently  
**O** - open-up bravely  
**M** - marvel loudly  
**E** - engage boldly

Special welcome was extended to the Presidential candidates, Mrs. Dawn Marie Richards, Mrs. Denese Dacres-Reeves, Mrs. Heather Henry-McGrath, Miss Lillian Coke, Mrs. Serica Brandon- Betty and Mrs. Alicia Adamson-Clarke. She also extended a warm welcome, to the participants who were attending a Retreat for the first time.

Each participant was then asked to introduced themselves after which Mrs. Duhaney Gordon wished for all a productive and enriched day.

#### **Invocation**

Mrs. Alicia Adamson-Clarke led the group in singing "**We are together again,**" followed by the reading from Esther 4 verses 6-17. She extrapolated from verse fourteen and urged the group to stand firm and hold their peace at such a time like this. Mrs. Adamson-Clarke encouraged the group to trust God and stated that we were present for such a time as this, to bring the Association further as an organization. The group then sang "**Bind us together,**" after which she prayed.

#### **Overview of the Theme & Retreat**

Mrs. Dawn Marie Richards added her welcomed to all for attending the Retreat. She reminded participants to reflect on the purpose of the Retreat, and encouraged all to continue to support the activities of the Association.

#### **Aim of the retreat**

The Aim of the Retreat was:

- To equip Nurse leaders with the requisite knowl-

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edge and skills thereby empowering them to address challenges through service, education, and advocacy.

### Objectives

Objectives were:

- To describe the challenges faced during the conference year.
- To identify priority areas for the upcoming conference year
- To outline strategies and coping skills for Nurse leaders to move into the future
- To demonstrate skills needed for dealing with future challenges.
- To describe some expected challenges in health care delivery.

### Overview of the Theme

President of the Nurses Association of Jamaica, Mrs. Dawn Marie Richards gave an overview of the theme, where it is the aim of the Association to empower our nurse leaders. Mrs. Richards mentioned that the great footballer Pele reminded us that, "Success is no accident, it is hard work, perseverance, learning, studying, sacrifice, and most of all, love what you are doing or learning to do."

Mrs. Dawn Marie Richards reminded the group that the theme: "Our Nurses: Enhancing the Future through Service Leadership" was adopted from the International Council of Nurses (ICN) and International Nurses' Day 2024 theme, "Our Nurses: Our Future: The Economic Power of Care". She stated that for the Retreat a part of the theme has been utilized and enhanced by what was deemed as the actual needs relating to the Association.

The ICN theme she stated reminded us of the importance of nurses and it also spoke to the investment needed to increase the productivity of the health workforce. This she stated will result in good health, economic growth, job creation, and productive gains in other sectors. Madam President added that despite being the backbone of healthcare, nursing faces financial constraints and societal under-valuation.

The President added that the future spoke to hope which is a feeling of expectational desire. She mentioned that for us as leaders, we look to the future sometimes with trepidation and wonder what will happen. However, she urged the group by reminding us that whatever we do, we should ensure that the results are positive, and to strive for excellence in our endeavors. She assured that the future belongs to us, and we must embrace it with gusto ensuring that what we are passing on is relevant, ethical, and moral.

Madam President then mentioned that John C. Maxwell posits that the heart of leadership is serving people. Mr. Maxwell, she stated, further mentioned that it was not about getting others to do what you want them to do, but it is about helping them to be their best self. Mr. Maxwell, the servant leader stated that, a servant is first, and he highlighted five guidelines in the quest to be a servant leader that must be followed:

- Do not rely on position or title
- Choose to believe in people and their potential.
- Try to see things from the perspective of others
- Work to create an environment of encouragement
- Measure success by how much value is add to others.

Madam President further stated that when we decide to serve others as the leader, the team's success becomes our success. She then mentioned that Martin Luther King Junior reminded us that everybody can be great, because everybody can serve.

In closing, Madam President urged the group to be confident in our ability to lead and watch the servant appear in us, causing that sense of fulfillment that only the giving of oneself can achieve. She implored the group not to become discouraged if we are told, you are here to serve when you are in leadership because the reality is, if there was no one to be served, we would not need anyone to lead.

Madam President further stated that it is her wish that we all develop into the leader who serves every day and always remember that to bring out the best in others we must bring out the best in ourselves. She stated that we cannot give what we do not have, and we should rest assured that whatever capacity we are leading in at this time it is our calling. "Make it our best move".

Mrs. Dawn Marie Richards left with the group, words of Benjamin Franklin who posited. "no one is useless in this world who lightens the burden of it for someone else". She then implored the group that for the Retreat, we should lighten our colleague's burden by being the best you.

### Ice Breaker

The Icebreaker was done by Mrs. Patsy Edwards-Henry who asked members to form two groups, after numbering themselves number one (1) and number two (2). Group two was given the task of challenging each other and the second activity involved selected members of the team was given pieces of the paper with words to complete two phrases which was "I am Blessed and Highly Favored...." and "I am Beautifully and wonderfully created". The third activity also utilized bits of paper with parts of a Bible

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verse. The team was again tasked to put the pieces of the scripture together to read the verse that was completed.

**Introduction of Guest Speaker**

Miss Carla Williams, Observer of the St. Ann's Bay Regional Group introduced the Guest Speaker Dr. Gail Hudson, who served at the Supervisory level in the Private Sector and in the Public Sector in the Ministry of Health and Wellness strategic unit. Dr. Hudson is widely described as an effective public and motivational speaker who can communicate with diversified audiences.

**Guest Speaker Address**

Dr. Gail Hudson thanked the Association for the opportunity to share with the team, about self-worth and ways to improve self-love and self-image.

Dr. Hudson stated that self-worth was outlined as the internal sense of being good enough and worthy of love and belonging from others. She also added that it is often confused with self-esteem which relies on external factors such as successes and achievements to define worth and can often be inconsistent, leading to someone struggling with feeling worthy. She then outlined specific steps to enhance self-worth:

- Take the time to get to really get to know yourself and what makes you tick
- Treat yourself with respect and love.
- Treat yourself like you are worth it because you put yourself first!
- Replace any negative self-talk with positive useful beliefs you are enough.

She explained that self-worth is not determined by:

- Job title
- Looks
- Possessions
- Relationship status
- Income
- Number of followers on social media
- Age
- Grades

She then explained that self-worth is defined by:

- Internal Values
- Acts of kindness
- Contributions to society
- Challenges you have overcome
- What you think about yourself.

Dr. Hudson mentioned that there are ways to know your self-worth or self-value:

- Maintain a positive self-esteem. Be comfortable with who you are; your weight, height, and everything that makes you and represents you.
- Recognize the difference you make
- See yourself as a peer
- Be clear about your values
- Engage in work that is fulfilling and exciting

She encouraged all members to remind ourselves daily that we are worthy of self-love, and not to allow the things we own to determine who we are. Dr. Hudson persuaded the group to tell stories about our lives, do what we love, and believe in something greater than ourselves. She also highlighted that the members should always maintain a positive self-image which is the same as having a good view of oneself; for example, seeing oneself as an attractive and desirable person or having an image of ourselves as a smart and intelligent person, or seeing a happy, healthy person when we look in the mirror.

Dr. Hudson highlighted steps that should be taken to enhance one's body image:

- Explore your personal body image, its strengths and limitations.
- Confront thinking distortions related to your body
- Challenge misleading assumptions about body appearance
- Accept and love who you are
- Be comfortable with your body
- Have positive experiences with your body
- Be a friend to your body with positive affirmations.

She then encouraged members to brand ourselves with consistency, good communication and good character.

Vote of thanks and presentation of token to Dr. Hudson was done by Miss Shantel Remekie, NAJ/LCF NOY 2023-2024.

**Reports & Plans**

**General Secretary's Report and Plans for 2024-2025**

Miss Laverna Campbell General Secretary remarked that it is not the job that determines its worth and impact, rather the heart of the person approaching and executing the task. She mentioned that when doubts emerged, she remained focused at the task ahead and remained positive.

**Mary Seacole Annex (Secretariat)**

Miss Campbell reported that ten members of staff are employed to the Secretariat. One member resigned March 4th, and a new Receptionist was employed March 11th. A Data Entry person was employed and he works

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closely with Miss Cindy-Lue Miller, Senior Secretary, and the process seems to be going smoothly. She mentioned that the Association congratulated Miss Cindy-Lue Miller, Senior Secretary who successfully completed the Paralegal course.

The main office was refurbished and the window blinds were changed. The old blinds she stated were cleaned and is to be utilized upstairs the main office. Repairs and maintenance of the buses continue to be borne by the Association. She mentioned that staff welfare continues within the Association and care packages are issued to staff members.

Miss Campbell stated that the following items were purchased for the Secretariat:

- Three desk top computers. Two replaced the old ones that the Secretaries have been using, and the other for the Data Entry Clerk desk.
- Four filing cabinets
- A water cooler
- Six Air conditioning units. Three units for the upper-level floor of the Secretariat and the other for the President's Flat (Flat 11).

She added that maintenance has been costly for the Association as the mango tree to the rear of the property has caused serious damage to the pipelines and the sewage system which saw the Association spending an exorbitant sum. Of note, a vast portion of the tree is on the adjoining property thus cutting of it will have to be a collaborative effort.

The electronic security gates were partially commissioned and a walk-in gate will be installed should there be a power outage. This will be in place if the electronic ones are closed and persons need to get in.

#### **Leleka Champaigne Hostel and Annex**

Miss Campbell informed participants that both dwellings were fully occupied at the time of reporting. She explained that as the Flats become unoccupied, they will be painted. It is hoped that the paving of the yard will be undertaken as it is long overdue.

#### **Mary Seacole House, 72 Arnold Road**

Miss Campbell reported that the maintenance of the property was a challenge with regards to the Caretaker and action needs to be taken regarding same. The domesticated area was now vacant and should be occupied in September 2024, with Nursing Students from

the Northern Caribbean University (NCU). A previous occupant owes the Association three months' rent and this is been follow-up vigorously. She added that contact have been made with the individual, however the issue still lingers. It is hoped that the issue will be resolved momentarily following a decision from the Officer core and the Executive body.

She mentioned that the facility is being unkept by some persons and Madam President echoed the same sentiments. As it relates to the cleaning of the facility the President questioned the purpose of the caution fee that is paid by the occupants.

The Julie Symes Auditorium she continues to be utilized, however repairs need to be done to the roof, the bathrooms, and some tiles that are lifting need to be replaced.

#### **The Golden Retreat, 24½ Seymour Avenue**

Miss Campbell informed participants that at the Golden Retreat there are six residents who always keep the staff on their toes. Miss Campbell also mentioned that based on assessment of the staff at the Golden Retreat, some persons have already reached their second retirement age, and a severance package is being worked out. This is based on documentation received from the Ministry of Labour. She also stated that persons who have reached their second retirement, will be employed on a contractual basis.

In closing she mentioned that the adjustment in salary for the members of staff were greatly appreciated.

#### **Recommendations/Plans 2024-2025**

- To change Annual Retreat name to Officers, Executive Members and Chairman of Committee Retreat
- To include Executive Members who are not Chairman of Committees to the Annual Retreat
- To repair the ceiling of the upper-level floor of the Secretariat and to remove the drywall partitions
- The Gertrude Swaby Library and the Mary Jane Seivwright Board Room to be decluttered
- The Coaster Bus to be repaired and seating upholstered
- Chairman of Committees must submit a budget on time so as to ensure the smooth running of each committee.

#### **Retirement Home Report & Plans**

Miss Marian McFarlane, Nurse Manager reiterated the Mission and Vision of the Golden Retreat which states:

#### **Mission**

The Nurses Association of Jamaica is committed to provide Nursing colleagues and others with the safe and

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healthy environment, one which facilitates an atmosphere conducive to relaxation, fellowship and engagement in their golden years.....A Home Away from Home.

**Vision**

The NAJ recognized that the Retired Nurses and others who have served their country deserves to spend their golden years in a dignified manner, free from anxiety for personal security, and the stress associated with domestic responsibility.

Miss McFarlane gave a comprehensive report of the management of the Golden Retreat and the way forward.

**Lunch**

Lunch was taken at 1:15 pm and the session was re-convened at 2:30 pm.

**Committee Reports & Plans**

Following the lunch break the committee Chairman made their presentations. Highlights of the reports were given, and the future plans highlighted.

**Membership Committee**

Miss Lattar Barker reported that for the conference year 2023-2024, the Membership Committee demonstrated unwavering dedication to achieving the goals set by both the Nurses Association of Jamaica and the Chairman. The committee made it a priority to reach out to all four regions, seizing the opportunity to actively engage with existing members while also focusing on recruiting new members. Both new and seasoned committee members committed their efforts for another year to this important mission, successfully executing the established goals. Their hard work and determination have truly made a positive impact on fostering a sense of community and growth within the organization.

The following goals were outlined:

- To distribute a yearly token to the members.
- Produce at least one (1) newsletter per quarter.
- Continue to issue membership packages and cards where applicable.
- Recruit at least 200 new members for the year.
- Facility visits with the Nursing Services committee to boost staff morale, and to increase the presence of the NAJ in the facilities for members to be acquainted with the Executive body and increase bonding with the Association.
- Continue Regional tours.
- Plan activities for Membership month -May 2025

- Disseminate information in a timely manner to facilitate more involvement of members through social media.
- Monthly meetings to evaluate if targets are being met and seek assistance as necessary.
- Incorporate Nursing Students in the activities of the NAJ for a smoother transition to general membership.

**Evaluation**

Recruitment of new members

- As of June 2024, 273 new members were recruited. Therefore, we achieved over 100% of our main objective.
- Membership welcome packages were prepared and disseminated to new members which included a welcome letter, brochure, pen, NAJ lapel pin, Constitution and a membership card.
- Membership for June 2024 stands at 2,490.

**Database and Newsletter**

- The secretariat staff work tirelessly to continue to improve the Database.
- Two newsletters were prepared for the conference year.

**Regional Tours and Tokens**

- Four regional tours were executed with a commendable level of success and robust participation, ranging from a minimum of 35 to an impressive maximum of 135 participants.
- All participants received a token.

**Strengths**

- Goal oriented
- Committed & dedicated to service
- Respectful
- Collaborative
- Persistent
- Team player
- Enthusiastic
- Innovative/ Creative/Resourceful

**Weakness**

- Distance from Headquarters.
- Travel time
- Inability to attend all site visits to interact and meet with members.
- Inability to participate more in the association.
- Technical skills
- Flexibility

**Recommendations**

- Mentorship programmes can be initiated to groom members for leadership roles.

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- Have someone to understudy for membership chairman.
- Chairman must be flexible.
- Each Council members must try to enroll the old and new nurses to boost membership.
- Re-energize the Nursing Student arm of the NAJ and dormant groups.
- Have April, May and June as membership months
- Continue to provide more welcome packages for new members.
- Most recruited member awards
- Incorporate NAJ in orientation sessions at facilities.

**Conclusion**

Miss Barker highlighted that it is with heartfelt gratitude that she extends her thanks to the President, Officers, the dedicated members of the membership committee, and everyone who generously offered their guidance, unwavering support and collaboration throughout this conference year. Stepping into this new leadership role was both a challenge and a profound learning experience for her which made the journey not only fulfilling but also deeply memorable. She stated that she was truly appreciative of the constructive criticisms and insights that have facilitated her growth and enabled her to make meaningful improvements. Working alongside everyone has been a genuine pleasure and together we have achieved remarkable goals.

**Social and Hospitality Committee**

Mrs. Serica Brandon-Betty reported that the goals for the committee were as follows:

- Recruit committee members prior to functions and develop roster
- Serve snacks and meals at meetings and events as the need arise through collaborative efforts
- Collaborate with all other committees at committee meetings
- Prepare and organize activities before and after functions
- Plan and organize fundraising raffles
- Organize NAJ's annual Fun Day

She then mentioned that as it relates to the evaluation of the goals set, at the end of July 2024 the goals were met through strategic interventions, and collaborative measures of the committee and other stakeholders.

**Nursing Services Committee**

Mrs. Heather McGrath reported that the committee tried to enrich nursing standards by creating profession-

alism that enhances quality nursing care. She added that the committee did an assessment which highlighted the following:

- Lack of professional conduct
- Ineffective management systems
- Increases in rate of absenteeism
- Staff shortage
- Non adherence to Nursing Standards

Mrs. McGrath mentioned that the following measures were employed and or discussed to stymie the issues outlined:

- Employ educational sessions
- Conduct focus group discussion
- Develop a coaching program
- Conduct nursing audits
- Garnered information regarding challenges being faced
- Provision being made for after care for children of nurses

In closing she thanked all for their participation and dedicated service.

**Nursing Education Committee**

Mrs. Keisha Riley Harrow, chairperson stated that the committee organized webinars throughout the tenure which were successful. She added that some challenges with the webinars were technical glitches but nevertheless the target audience was met. Mrs. Riley-Harrow further mentioned that the committee collaborated with the Nursing Services in conducting their audits and other committees to ensure all aspects of the educational sessions were a success.

She also reported that the committee continues to carry out its vision through the Association to empower nurses, provide evidence-based practice and best practice resources. She stated that the following objectives for the committee were met:

- Plan, co-ordinate and execute educational evidence-based webinars/sessions
- Expose participants to best practices
- Create partnerships to foster capacity building
- Utilize high quality technological resources

Mrs. Riley-Harrow suggested that good communication skills should be adapted to carry out the duties of an Education chairperson, create linkages and doing a survey to capture information from nurses about nursing. She also mentioned that workshops on debates can aid in bringing the information across in a more meaningful way.

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**Summer School Committee**

Mrs. Alicia Adamson-Clarke, co-chairman of the committee presented on behalf of the chairman Mrs. Denese Dacres-Reeves. She reported that for Summer School Committee utilized the International Council of Nurses theme, "Our Nurses, Our Future, the Economic Power of Care", to plan the sessions. She outlined the activities that took place and the collaborative efforts by the committee and stakeholders to make the event a success.

She mentioned that a SWOT analysis was done which yielded the following:

- Strength-Venue appropriate and the team was organized
- Weakness- Time management
- Opportunity-Improve knowledge base of attendees and have appropriated and relevant topics
- Threats- Presentations to be submitted before the date of the event and time allotted must be adhered to

She concluded by stating that Summer School was membership centered of which the committee was very appreciative.

**Research Committee**

Mrs. Sandra Chisholm-Ford reported that the committee undertook a research study on the Nurse: Patient Ratio. She added that this was in accordance with the mission of the committee to impact nursing at all levels. Mrs. Chisholm-Ford further stated that the aim of the study was to ascertain the current nurse patient ratio. The information regarding the impact of the nurse patient ratio was sought from Government funded hospitals in Jamaica, the Bellevue Hospital and the University Hospital of the West Indies. She also added that the study looked at how the nurse patient ratio impacted patient care. She mentioned that a descriptive cross sectional explanatory quantitative study was done in all Government hospitals using forty-two-item research generated tool and data was collected from four hundred and forty-seven nursing personnel. She stated that based on the results of the study a one in four patient ratio is most suitable in Jamaica.

Mrs. Chisholm-Ford highlighted that the major challenges were getting ethical approval, and she added that there is a general research apathy among nurses. She further highlighted that research training will be conducted to build the research capacity of membership, and as nurses we should continue to poke and pry with a purpose.

Journal (The Jamaican Nurse Magazine) Committee

Mrs. Nicola S. Powell mentioned that it was the committee's aim to have at least ten articles, and to date seven have been submitted to the Association, and two are being worked on for submission. She added that the task of chairman was challenging, but she thanked all who supported and guided her through the process.

**Fundraising Committee**

Mrs. Sharon Golding-Hibbert chairman, reminded participants that fundraising is the process of gathering voluntary contributions of money or other resources carried out by non-profit organizations. Some of the purposes of fundraising were:

Fundraising she stated, plays a crucial role in the success of any non-profit organization. It's not just about collecting money; it's about building a community of supporters who believe in your cause. Through fundraising, non-profit gain the financial resources needed to carry out their missions, whether it's helping those in need, advancing research, or promoting social change. It also creates opportunities for engagement, allowing people to connect with your cause on a deeper level -socialization.

Fundraising is essential for long-term financial health and sustainability of a non-profit organization. It ensures the availability of the necessary resources needed to carry out objectives from daily operations to strategic long-term projects. Consistent fundraising efforts enable nonprofits to plan and budget more effectively, ensuring they can continue their work without interruption. It also provides a buffer against unforeseen financial challenges, safeguarding the organization's future; and plays a critical role in increasing awareness about a nonprofit's cause. It's a powerful tool for drawing attention to the issues the nonprofit aims to address.

**Aim & Objectives of the Fundraising Committee**

The Aim of the committee was to:

- To raise funds to assist/support the financial obligations of the Nurses Association of Jamaica.

**Objectives**

- To raise \$2.2M within/for the Conference year 2024 – 2025
- To execute and plan activities to raise funds
- To ensure all returns from events/activities are collected before or on the day of the event or no later than two weeks after the event
- To attach a late payment of 5% of all returns after two weeks of an event

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- To give clear guidelines for the collection of funds.

**List of Proposed Events and Time Schedule**

**Monthly**

- Raffles
- Accessory Coordinated Day

**Quarterly**

- Benefit Performance/Plays as available
- Webinars

**Yearly**

- Fish Fry during the Easter season
- Cake Sale
- Cruise Party
- Rally/Fill My Cup or Rose
- Nurses in Concert/Praise

**Other**

- Snack Counter at events hosted by NAJ
- Vending fee of \$500.00 per person
- Meeting Disruption fee: \$500.00
- No Constitution at meetings fee: \$100.00
- Token to be given to First timers attending a meeting, whether, Executive, Quarterly General, Island Council or Annual General Meetings.

A survey was also recommended to be conducted to ascertain what membership interests are dubbed, "Your Voice Matters."

**Socio Economic Welfare Committee**

Miss Carmen Brissett reported that the committee met monthly and dealt with issues of concerns to nurses. She added that some of the issues were still in the process of being dealt with. Miss Brissett then stated that the committee also employed strategies to improve the socio-economic wellbeing of membership. She mentioned that a needs assessment was done, and specific welfare needs identified and dealt with through the Association.

Miss Brissett also stated that discussions were had with the Ministry of Finance and the Public Service regarding outstanding compensation review items. She mentioned that, as it relates to the way forward the SEW committee must have at least four members exposed to Industrial Relations so that they can actively participate in the SEW process.

**Policy & Constitution Committee**

Mrs. Constance Roberts Perkins chairman, reported

that the committee met most of its objectives in terms of revision, interpretation and analysis of the NAJ's Staff Policy and Procedure Manual as well as the Constitution regarding the:

- Amendment of paternity vacation leave
- Membership dues will remain at two percent of salary
- Form to be developed and added to file for transitioning from member to retiree
- Members to seek permission to utilize the NAJ logo in any form

**Group Assignments & Presentations**

After the presentations and discussions of the committee reports, participants were placed into two groups. Madam President tasked the groups with the following scenarios:

**Group 1 Presentation**

She asked that should the Association develop a mentorship programme, what are the expectations from membership, and how will it benefit both the Association and membership.

Group members highlighted the following

- The definition of a mentor and mentorship
- **Aim** of the programme

To grow by tapping into the knowledge and experience of someone's future which accelerates development; and to bring awareness of roles and functions of the Association.

- **Objectives**

To build leadership capabilities  
Increase the skills of membership  
Increase employment objectives

**Outcomes**

A survey could be done to ascertain prospective leaders through:

- Training of prospective mentors
- How to identify prospective mentors
- Sensitization of nurses
- Conduct focus group discussions

In closing the group suggested five (5) stages to develop this programme:

- Build a rapport to share knowledge
- Setting goals and objectives
- Create a structure and a comfortable environment
- Reflection between the mentor and mentee, celebrating the achievements together
- Winding down

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**TEA BREAK**

**Group 2 Presentation**

This Group was tasked with Fundraising, and its benefits to the Association. The group outlined the following:

- Definition fundraising
- Reasons for fundraising

**Aim-** To raise funds to assist and support the financial obligations of the Association

**Objectives were:**

- To raise \$2.2 million dollars for the conference year
- To plan and execute activities to raise funds
- To collect funds before, on or two weeks after the event (Late fee of 5% of the total if collected after).

A robust discussion ensued, after which Group members closed by mentioning activities that can be undertaken to raise funds for the Association being a Non-Governmental Organization. These monies raised can be used to enhanced a charity that the Association undertakes whether monthly, quarterly or annually.

The day's activities closed at 5:00 pm.

**Day 2-August 14, 2024**

**Call to Order**

Day two of the Retreat was called to order at 9:02 a.m. by the President Mrs. Dawn Marie Richards.

**Welcome**

Mrs. Corlette Francis-Spencer welcomed all present to day two of the Retreat. She encouraged the group to enjoy the ambiance of the hotel, the programme, and to participate robustly in the day's discussions.

**Invocation**

Miss Lillian Coke led the group in singing...."**This is the day that the Lord hath made**"... after which she read an article entitled "**The Race,**" and outlined four **Ps** from the article:

- Preparation
- Progress
- Problem
- Perseverance

She urged the group to be united in service, because when we are divided, we will fall. Miss Coke then prayed and wished for the group a productive day.

**Icebreaker**

Miss Shantal Remekie did a Chinese telephone icebreaker with the group. She mentioned that this is being done to see what happens when information is shared. She started at the back of the room, and no one should repeat what was said. The group received the aim of the icebreaker and its intended purpose.

Following the Icebreaker, Madam President reminded the group to be kind one to another as no two persons are alike, because we look and dress differently. She stated that a negative mind will never give you a positive life and we must be mindful, grateful, true and kind. Madam President added that we must always try to be a rainbow in someone's clouds as it does not cost anything to be kind. She mentioned that kindness refers to how we talk to people and behind them and the looks we give. She reminded the group that we were attending the Retreat on behalf of the Nurses Association of Jamaica and that should be the focus. She highlighted that a part of kindness is loving people more than they deserve, and being President, this has been highlighted throughout her tenure.

**Committee Reports & Plans (contd.)**

The following committees are chaired by the President:

- Property Management
- Publicity and Public Relations
- Disciplinary and Ethics
- Socio-Economic Negotiating Committee

**Property Management Committee & Plans**

Madam President reported that the strategies for Property Management included:

- Complete refurbishing activities
- Re-establishing the Board of management for the Golden Retreat
- Structural assessment for all properties
- Enhance security measures at the Secretariat
- Purchasing of additional property
- Staff employment
- Management of occupants at all three properties
- Conduct preventative maintenance on all properties
- Prepare and disseminate a disaster plan for all properties
- Any additional action that maybe required

**Outcomes**

- Refurbishing of the ceiling completed at the Golden Retreat
- Electronic gate installed at the Mary Seacole Annex (Secretariat) along with the walk-in gate
- New staff members employed

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- Occupancy being managed at all properties
- Preventative maintenance is in place
- Disaster plan completed

**Way Forward**

- Refurbishing of the upper-level floor of the Secretariat
- Conduct structural assessment
- Paving of the Secretariat yard
- Repairing of the roof at the Mary Seacole House, 72 Arnold Road

**Publicity and Public Relations Committee & Plans**

The President reported that the Association participated in the following events:

- Health Fairs
- Career Days
- Motivational Tours
- Opening and Closing exercises for the In-service Education Unit programmes
- Stripping Ceremonies
- Research Conferences

**Other activities**

Collaborated with other entities such as the:

- International Council of Nurses (ICN)
- Caribbean Nurses' Organization (CNO)
- Ministry of Health and Wellness
- Jamaica Enrolled Assistant Nurses Association
- Jamaica Midwives Association
- LASCO Chin Foundation

Madam President mentioned that:

- Work continues with the Database
- Utilization of the website to maintain visibility
- Conduct Presidential Tours
- Formulate Position Statements

**Outcomes**

- Members participated in all the listed activities and attended activities hosted by the listed organizations.
- Database has been fully updated; however, the website is still lacking information.
- Social media monitors have been trained
- Seventeen (17) Presidential visits were done

**Way Forward**

Continue the development of the Database, and to improve output on the website

**Disciplinary and Ethics Committee & Plans**

Madam President reported that no documented matter

was brought to the committee. The committee she mentioned had to intervene on two matters namely, travelling without permission and fighting on the job. Madam President added that counselling sessions were had, based on needs and the ICN Code of Ethics, Staff Orders and the Public Sector Regulations policies were used as points of referencing.

**Way Forward**

Continue sensitization of membership on matters relating to discipline and ethics.

**Socioeconomic Negotiating Committee & Plans**

Madam President outlined the outstanding compensation review items as follows:

- Payment of shift premium to Registered Nurses
- Payment of taxi allowance to Registered nurses who were previously in receipt of commuted allowance
- Payment of subsistence allowance to Registered Nurses at the Cornwall Regional and Falmouth General Hospitals
- Implementation of the Extra Hours Worked and Uniform Policies

**Outcomes**

- Shift Premium commenced
- Letters sent to the relevant stakeholders
- Meetings held with the relevant stakeholders

**Way Forward**

- Continue dialogue regarding outstanding claims
- Prepare proposal for new negotiating period

Madam President reminded the group to be cognizant of their worth as nurses, to stand up for each other, and the value each person brings to the table. She mentioned that the experience has been quite rewarding throughout her tenure.

**Health Break**

**Nurses' Week 2023-2024 Report**

Miss Shantal Remekie, Nurse of the Year 2023-2024 reported that the year for the committee was very exciting, as there were many activities planned and executed successfully. The objectives of the committee were:

- To develop awareness of the significance of violence against children
- To identify indicators of violence against children
- To identify target communities where violence against children is more prevalent in the corporate area
- To educate on resources available for managing violence against children

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- To highlight the significance of how reducing violence against children impacts the children's future positively

The activities of the committee that were executed are mentioned below, but not limited to the many activities that were centered around nation building, and showcasing Jamaica what the Association is about.

**Activities**

- **Orange Day Walk** at the Neville Antonio Park, Port Antonio, Portland on Saturday November 25, 2023, under the theme "Break the Cycle, embrace Harmony".
- **Make-A- Child Smile Christmas Treats**  
The NOY 2023 executed the 1st Treat at the Marlborough Primary School in St. Mary, on December 7, 2023, the 2nd was held at the 1st Runner-up past school, the Grateful Hill Primary School, Glengoffe, St. Catherine, on December 12, 2023 and the 3rd was the NAJ' annual treat held for the Allman Town and surrounding communities at 72 Arnold Road on December 14, 2023.
- **Nurse of the Year 2023 Project**  
This took the form of a Road March from the Secretariat, 4 Trevennion Park Road to the Crying Children Monument, Downtown, Kingston. The theme for the march was "Stop Violence Against Children."
- **Easter Bunny Treat** was held at the Villa Road Primary School, in Mandeville, Manchester on March 26, 2024, former school of the 2nd Runner-up NOY.
- NAJ/LASCO NSOY 2023 Health Fair was held at the Rudolph Elder Park, Morant Bay, St. Thomas
- Health Fair, Portmore Holiness Christian Church, St. Catherine
- NOY/NSOY Competition held June 15, 2024
- NOY/ NSOY Awards Ceremony, July 20, 2024

Other activities mentioned:

- Nurses' Week Church Service at the Spalding New Testament Church of God
- Courtesy visits to the Governor General of Jamaica, Prime Minister of Jamaica, Leader of the Opposition, Minister of Health & Wellness and the Mayor of Kingston & St. Andrew

Miss Remekie then passed the baton the incoming NAJ/LCF NOY 2024-2025 Miss Abigail James, who outlined her plans for the year.

**Nurses' Week 2024-2025 Plans**

Miss Abigail James, NAJ/LCF NOY 2024-2025 reported that, in sight of Hurricane Beryl which has shattered homes and livelihood of many persons in the Treasure Beach communities of St. Elizabeth, she would be

focusing on the children for Christmas. She highlighted that the Christmas season would be hard for some parents, as the financial focus would have to be spent to rebuild homes and businesses.

She informed participants that the "Make-A- Child Smile" Treat would be an amazing way to bring the Christmas spirit of giving, and remind the children of the importance of kindness and generosity.

The Treat she stated will merged with a day for children to not only enjoy themselves, and receive toys, but also for dental care and vaccination for children between ages of 7-12 years. Parents will also get the opportunity to have health checks and HIV testing done.

Organizations that will be approached:

- Heart Trust NTA
- Register General's Department
- Tax Administration of Jamaica
- Electoral Office of Jamaica
- Rural Agricultural Development Authority
- National Irrigation Commission

**Other activities:**

- Launch of a Book drive/School supplies for the four (4) Primary Schools namely: Newcombe Valley, Geneva, Sandy Bank and the Pedro Plains Primary Schools. Domestic Violence has continued to be prevalent amongst our population.
- A 3K Walk/Run and utilization of social media platforms and educational sessions in schools and the workplace regarding domestic violence.
- Continuous education sessions about the benefits of Breastfeeding, and overall nutrition of newborns, bathing and skin care practices, immunizations, medication/follow up care and Cardiopulmonary training for premature newborns parents. Pamphlets to be made available for reinforcing information.

**Plans for AGM/Island Conference, October 2024**

Miss Laverna Campbell, General Secretary reminded participants of the 78th Annual General Meeting/54th Island Conference that would be held at the Moon Palace Jamaica from October 10-12, 2024. The three-day activities were outlined and discussions had.

The Presidential candidates were again introduced to participants and they each had the opportunity to informed the group what are their expectations.

Miss Campbell ended by stating that it is hoped that the Association will have a very successful AGM/Island Conference.

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**Lunch**

**Finance Report 2023-2024**

The Finance report was prepared and presented by Mrs. Claudine Douglas-Cole, Treasurer and Mrs. Chrisan Barrett-Nedrick Assistant Treasurer. Participants were informed that for the reporting period the Association maintained a steady financial position despite the increase in expenditure.

Mrs. Douglas-Cole reported that the committee met for its first meeting in November 2024, and objectives set for the Executive year included:

- To meet monthly to discuss pertinent matters regarding the Associations finances.
- To do a comprehensive review of salaries of all staff employed to the Association
- Monitor and manage all investment portfolios and explore new investments.
- Manage the finances of the Association

**Objective 1**

The Finance Committee had meetings on the first Tuesday of each month, and a total of nine (9) meetings were held. Robust discussions were held on topical matters relating to membership welfare and future plans.

**Objective 2**

A comprehensive review of all staff salaries was done, and the new wage package was implemented March 2024. The increases ranged from 17% - 110%, and the staff expressed their appreciation with the new changes.

**Objective 3**

The management of all investment portfolios continued with the oversight of our astute Accountant. Investments are with the National Commercial Bank (NCB), Mayberry, and Jamaica National (JN) Bank.

**Objective 4**

Monthly report of the profit and loss were presented to the Executive Committee, and Quarterly reports presented at General Meetings. The Committee meetings allowed for oversight and management of the expenses of the Association. Remittances from the Regions were received in a timely manner monthly, and the Association was able to meet its monthly obligations.

Two (2) tablets were purchased to assist with speedy approval of transactions of the Association business.

Highlighted from the report were:

- Major investments
- Quarterly perspective
- Major Income items
- Major expense items
- Summary of financial performance

Mrs. Douglas-Cole reminded participants that the figures presented were unaudited.

**Draft Budget 2024-2025**

Mr. Wayne Rochester Accountant, along with the Treasurer and Assistant Treasurer presented the Nurses Association of Jamaica Draft Budget for the Year ending August 31, 2024-July 31, 2025. A comprehensive review was done, adjustments made to figures, and discussion regarding line items were addressed.

Madam President informed participants that at the Finance Committee Meeting to be held September 2024, the draft will again be reviewed and if there is need for a supplementary one, it will be done.

The team was thanked for a job well done.

**Presentation of Strategic Plan 2024-2025**

Mrs. Dawn Marie Richards, President of the Nurses Association of Jamaica presented the Strategic Plan for Association's year ending 2024-2025. The Plan highlighted the following:

- Overview
- Strategic Framework
- Priorities
- Strategies with related outcomes
- SWOT Analysis
- Human Resource Capacity Plan
- Monitoring and Evaluation

**Overview**

Success is a process that requires us to take small steps towards our goals, day by day. It is fulfilling and the journey can be just as fulfilling as the destination itself. As we work towards our goals, we gain confidence, experience personal growth, and develop a sense of purpose. ICN advances nursing, nurses and health through its policies, partnerships, advocacy, leadership development, networks, campaigns, congresses and special projects. ICN believes that the economic power of care creates healthy people and societies and drives healthy economies. With this in mind, the Strategic Plan was developed to help fulfil the above stated mandate.

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**Strategic Framework**

This area relates to the Mission, Vision and Core Values of the Organization. The Core Values are an adaptation from the International Council of Nurses.

**Priorities**

The main priorities highlighted in the Plan included the following:

- Property Management
- Finances
- Membership
- Socio Economic Welfare

**Strategies with related Outcomes**

Property Management	Preventative Maintenance Payment of property taxes Payment of Insurance premiums Board of Management – Golden Retreat Structural Assessment
Finances	Budget Preparation Fundraising Membership Dues management Auditing Rental of Properties Staff welfare
Membership	Membership Dues payment Motivation for retained membership Recruitment of new members
Socio Economic welfare	Advocacy activities Social activities for members Welfare activities for members

The expected outcomes related to these categories, should see the Association managing its affairs in a professional manner as has always been the modus operandi.

**Sub-programme areas**

PROGRAMMES	SUB-PROGRAMMES
Social Events	Executive Luncheon Christmas Treats Easter Bunny Treat Membership Wellness Day Tours Fun Day
Meetings	Executive Quarterly General Island Council Committee Meetings
International Nurses Day	Launch of Nurses Week
Nurses' Week	Church Service Founders' Day Awards Ceremony Courtesy Calls
Summer School	Gertrude Swaby Lecture Educational Sessions

Election of President, Vice Presidents	Preparation of Voters list Preparation of Candidate profiles Training of personnel
Management Retreat	
Annual General Meeting/Island Conference	Annual General Meeting Island Conference Education Session Island Council Meeting Installation Ceremony

**SWOT ANALYSIS**

A detailed SWOT analysis of the activities of the Association was done at the Retreat and same inserted in the document post Retreat.

**HUMAN RESOURCE CAPACITY PLAN**

STRUCTURE	STAFF	NEEDS/REMARKS
Administrative	General Secretary Manager Accountant	Property Manager/Administrative Assistant
Secretarial	Senior Secretary Receptionist	Typist
Support	Data Entry	
Ancillary	Office Attendant Housekeeper Cook Groundsman Caretaker Driver	Addition

**Monitoring & Evaluation**

- Work plans for all Committees to include budgets
- Quarterly assessment of established plans
- Utilization of Action Sheets
- Conduct of meetings
- Auditing of existing systems

**Conclusion**

The decision to operate using a Strategic Plan has helped to maintain the Organization activities in a professional manner.

**Summative Evaluation**

Madam President did the summative evaluation, and thanked all for participating in the Annual Retreat. She encouraged the group to take some time to indulge in some self-care activities. She then wished for safe journey to the various destinations as the day's activities came to a close at 5:00 pm

## CARIBBEAN NURSES ORGANIZATION 33RD BIENNIAL MEETING / CONFERENCE OCTOBER 20th-26th, 2024

The Nurses Association of Guyana hosted the Caribbean Nurses Organization's 33rd Biennial Meetings and Conferences. The meeting and conference were held at the Princess Ramada Hotel Georgetown from October 20 to October 26 under the theme "Nurses strategically positioned to move healthcare forward."

This year's conference had over two hundred (200) participants representing 21 National Nurses Associations across the Caribbean and diaspora. The Jamaican delegates Mrs. Meisha Young Lewars and Mrs. Denese Dacres Reeves departed Jamaica on Friday October 18, 2024 to attend the meeting and conference ensuring representation of the Nurses Association of Jamaica. The delegates were accompanied by other members of the Association which included.

- Ms. Dawn Marie Richards - *Vice President (CNO)*
- Mrs. Kahon Duhaney Gordon - *Recording Secretary (CNO)*
- Mrs. Meisha Young-Lewars - *NAJ Delegate*
- Mrs. Denese Dacres-Reeves - *NAJ Delegate*
- Mrs. Michelle Hales-Thompson - *Treasurer (CNO)*
- Ms. Candice Thompson- *Nominating Committee  
Chairman (CNO)*
- Ms. Carmen Brissett
- Mrs. Heather McGrath
- Mrs. Machel Edwards Lewis
- Ms. Shantal Remekie
- Ms. Laverna Campbell
- Ms. Novellette Robinson
- Ms. Vivette Tulloch
- Mrs. Shirley White Dawkins
- Ms. Camille Williams
- Ms. Petrona Campbell
- Mrs. Lillian Lewis McDonald
- Ms. Fern Henlon
- Ms. Marsha Downer Campbell

On Saturday, October 19th we were transported to the Ramada Princess Hotel for registration and delegates meeting (orientation and welcome by CNO board) the latter of which did not materialize. Registration was carried out in the secretariat located on the 2nd floor where we were presented with our conference bag with tokens.

### On Sunday, October 20, 2024

The participating member countries all dressed in white were transported to the Eccles Assembly of God church

where we were hosted by Bishop Michael E Pierre and his congregation.

Church service began at 9:40 AM with the participating members marching into the church as their country's name was called, Praise and worship were then led by the church choir, the scripture reading was taken from St Luke chapter 10 vs 25 to 37. A Bible passage very familiar to the Nurses Association of Jamaica as it was the passage used at almost all of our praise and worship sessions held throughout the year.

Ms. Alicia Baptiste led the group in reciting the Florence Nightingale pledge after which "Go Light Your World" was sung by a group of Nurses from the Guyana Nurses Association. Bishop Pierre then addressed the Nurses and explained the passage and highlighted how the passage relates to the job of a nurse. He encourages the members to be a blessing to others. He explained that many times this can be a risk undertaken but God is taking careful note of all we do and we would have done conscientiously.

He explained that in many instances persons like the man left at the side of the road were physically and mentally abused, and mentally traumatized but there was someone who was ready and willing to give assistance. He charged the nurses to continue to be a blessing to others. He explained that one can be a blessing by using kind words, be a blessing by expressing thoughtful deeds, be a blessing by selfless service, and don't forget the power of the unspoken words.

### Monday, October 21, 2024

Each day business meetings began at 9 am. the first day of the meeting and conference saw the introduction of the CNO Board members to the delegates. For the meeting sessions, each delegate/delegates sat with their flags and country names for ease of identification if they needed to speak in the meeting. Before the official meeting could commence roll call was done by the secretary Mrs. Kahon Duhaney Gordon to ascertain if there was a quorum present to ensure that the business of the Caribbean Nurses Organization could be discussed.

The education session also comments on this day and there were various presentations done, which included: The Importance of Leadership in the future of Nursing by Mr. Noel Older, Technology integration in Nursing Education and Practice by Dr. Dawn Ramsay Dasent, and The power

**CARRIBBEAN NURSES ORGANIZATION  
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of the Nurse's Voice done by Mrs. Janice Mullings George from Bermuda and Sonja Walton of the USA.

### **The Opening Ceremony**

The opening ceremony was the evening activity of day one. As customary nurses participated in this symbolic event by wearing their national colors and each country was chaperoned by members of the Cadet Forces who carried the flag of each member country as well as the flag of the Caribbean Nurses organization. As each country name is called by the moderator, the countries two delegates marched into the ballroom being cheered on by the other members of the delegation. This was an awesome experience as all the colors of the Caribbean came together. The keynote speaker for the event was Doctor Oskar Ocho, Director, PAHO Collaborating Centre.

At the end of day one a member of the delegation of Anguilla and the Region 2 Director had a fall while traversing the stairs and had to seek medical attention. The report from the medical facility revealed that she suffered a fractured ankle.

### **Tuesday, October 22, 2024**

The business meeting continued with very educative discussions that had varying National Nurses Associations making their contributions to the areas presented.. There was a moment dedicated to commemorating fallen nurses from the various islands of the Caribbean during which the pictures were shown while the representative of the country stood. A period of silence was then observed. This was then followed by various presentations including Artificial Intelligence done by Dr Mandy Lafleur, The Nurse's Role in Promoting and Advancing Healthcare done by Dr. Paula Ramsey and the panel discussion with Chief Nurses of various Caribbean islands. This session was facilitated by Mrs. Elnora Warner and our own President Mrs. Dawn Marie Richard represented the Jamaica Chief Nurse as she was absent. The panel discussion was followed by various concurrent education sessions.

The evening's occasion was a Presidential Reception in which all delegates were invited to a social event hosted by the President of Guyana. We were transported to the Police Academy where greetings were brought from various members of States of the Guyana Government and we were treated to musical presentations, dances and some of Guyana's finest foods and drink.

### **Wednesday, October 23, 2024**

The business meeting continued followed by a morning break. After this, the plenary speaker Miss Barbara Osborne presented on the Nurse and Climate Change highlighting the impact on healthcare services. Other presentations of the day included: Climate Change and

Health Professionals, the Three P's Peers' Partnership, and Policies to address social determinants of health on a global level. Various research studies were also presented by Nursing Students from the Caribbean. The topics of the research included The relationship between Education and Health-seeking behaviors and the use of harsh treatment on children under 9 years old. All research studies that were presented were conducted out in Jamaica.

The evening event was a Retro 60s attire event. Those who attended enjoyed themselves and considered it a relaxed evening. At the close of day, another member Dame Deloris Gumbs of St. Kitts and Nevis had reported a fall and her report after seeking medical attention revealed that she had a fractured hip had to be admitted to the Georgetown Hospital had surgery and would have followed up rehabilitation.

At the close of the day activities the delegates were informed of a change of the date of voting which was officially set for Friday, October 25th at 7:00 AM. This was carried forward to Thursday, October 24th at 6:30 AM before the institutional visit and city tours that were scheduled for that day.

### **Thursday, October 24, 2024**

The Jamaican delegates were first and 3rd at the voting booth to ensure that the Nurses Association of Jamaica had their say in the election of the persons to sit on the Board of the Caribbean Nurses Organization. Voting was smooth and event-free.

However, although the day started smoothly, it was the day that Jamaica had their share of misfortune, as one of their delegates was stuck in the elevator for over 15 minutes while the others tried frantically to find some assistance to get her out.

The institutional visits took us to the Linden Hospital Complex a Type two facility that transfers patients to the Georgetown General Hospital. It comprises three hospitals the Kwakwani Hospital, the upper Demara Hospital, and Linden Hospital. The Linden Hospital located in Region 10 was first built in 1925 and this original space now holds the administrative block and the new hospital is a three-story masonry building constructed in the late 20th to early 21st century the facility offers various specialized care and boasts a well-staffed and spacious environment well equipped to handle whatever emergency might go to the facility. The staff were very receptive. The distinguishing factor amongst staff was the color-coded pocket tags that were worn. The student had varying color collars and belts that highlighted their study area. The pocket tags replaced the hats that were worn before the advent of COVID-19. The trip was overall a good and insightful day.

**CARRIBBEAN NURSES ORGANIZATION  
33RD BIENNIAL MEETING / CONFERENCE  
OCTOBER 20th-26th, 2024 (cont'd.)**

**Friday, October 25, 2024**

The day commenced again with a business meeting, the President putting an end to the discussions and each country making their final points. This was then followed up by the announcement of successful candidates of the election that will now comprise the Board of the CNO. These individuals were :

**President** Dr. Paulette Cash - Commonwealth of the Bahamas

**Vice president:** Alvin Hart of Barbados

**RecorPing Secretary:** Mrs. Denese Dacres Reeves of the Nurses Association of Jamaica

**Assistant Recording Secretary:** Alicia Baptiste of St. Lucia

**Treasurer:** Ms. Novellette Robinson of the Nurses Association of Jamaica

**Assistant Treasurer:** Ms. Novelette Rosa Rivera Sieman

**Region 1 Director:** Mrs. Rebecca Johnson

**Region 2 Director:** Mrs. Carol Bart Elliot

**Region 3 Director:** Mrs. Debbie Brown Joseph

**Region 4 Director:** Mrs. Avion Bailey

**Nominating Committee Chair:** Ms. Sirlene Duncan of St. Lucia

A Warm congratulation was extended to those who were successful at the polls and the new Board members were given the opportunity to introduce themselves now tasked with moving the Caribbean Nurses Organization forward. The members expressed their thanks to the delegates for putting their trust in them and all promised that they would serve to the best of their ability.

The resolution committee presented fourteen (14) resolutions after much deliberation, counter proposal throughout of resolutions, rewording of resolutions the lawyers and judges making their final statement. Two resolutions were withdrawn while three needed rewording, and as such the Nomination committee proceeded with the other 9 resolutions.

An evening of elegance followed where delegates were decked out in gold and black or a color of choice and comfort entered the hall with walls decorated in gold and black. The evening program saw the presentation of dance by the Joro Dance Group and musical selections by the Police Steel Band.

Various awards were presented to nurses across the Caribbean during the celebration. Jamaica Ms. Shantal Remekie was Awarded the CNO Nurse of the Year and Mrs. Patsy Edwards Henry copped the coveted Josepha Wouter Professional Organization Leadership award for contributions to CNO, and for demonstrating the

purpose of the Caribbean Nurses Organization. The participants were then served Guyana's sumptuous meal and a choice of wine or drink.

**Saturday, October 26, 2024**

The schedule for this day was the CNO walk and a business meeting where there would be the handing over to the new CNO Board of Directors. On this day Jamaica participants decided to get a tour of Guyana and to do shopping for gift items. We traveled across the four-mile-long floating bridge across the Demerara River. And our tour guide allowed us to view various waters, took us to some shopping areas allowed us to get some of Guyana's finest cuisine and took us back safely to the conference hotel.

**On Sunday, October 27, 2024**

The Jamaican delegation started their sojourn home at 2 am. Those that traveled through the Caribbean landed sometime after midday while those that traveled through the United States of America landed at 7:00 PM. All glory to God all members of the Jamaican delegation returned to Jamaica in one piece.

The Caribbean Nurses Organization 33rd Biennial Meeting and Conference was an experience. Jamaica again had the opportunity to showcase itself in various ways that many other Caribbean countries were not able. Jamaican members were able to share how Jamaica has been moving healthcare forward and how other Caribbean countries can adopt strategies that were used in Jamaica to enable them to move their healthcare forward. For most of us the pitfall of the trip was the food and the accommodation. The overall accommodation was not as clean as a Jamaican would know it, and the food was not as tasty as a Jamaican would know it. We must give thanks that throughout the week we managed to find something to eat and we also managed to get the place cleaned to a standard which we were comfortable.

I want to express gratitude to the Nurses Association of Jamaica for allowing us the opportunity to represent the Nurses Association of Jamaica at this level. We are very grateful for this opportunity and we continue to play our role in ensuring the growth and visibility of the Association. As we remain United in Service.

*Prepared By:*  
**Meisha Young Lewars (Mrs.)**  
Asst. Recording Secretary



**STANDING  
COMMITTEES  
REPORTS**

## Finance

"I can be changed by what happens to me, but I refuse to be reduced by it." *Maya Angelou.*

### Members:

Corlette Francis Spencer	<i>Chairperson</i>
Beretta Thomas	<i>Asst. Treasurer</i>
Dawn Marie Richards	<i>President</i>
Wayne Rochester	<i>Accountant</i>
Laverna Campbell	<i>General Secretary</i>
Kahon Duhaney Gordon	<i>Recording Secretary</i>
Meisha Young Lewars	<i>Asst. Recording Secretary</i>
Denese Dacres Reeves	<i>1st Vice President</i>
Serica Brandon Betty	<i>2nd Vice President</i>
Heather McGrath	<i>3rd Vice President</i>

The Finance Committee meets every first Tuesdays of each month. At the commencement of the financial year, we started on a mandate to endeavor to manage, monitor and maintain the finances of the Nurses Association of Jamaica.

The Finance committee had a total of nine (9) meetings, during which discussions centered around:

- Collaborating with the fundraising committee to carry out at least three major fundraising activities.
- Management of membership dues
- Discuss the Profit and Loss monthly statements
- Investments and the benefits yielded from their returns
- Renovation, refurbishing and repairs of the three properties owned by the Association
- Membership Welfare Benefit programme

Amidst the different challenges for this financial year the Finance and Fundraising committee managed to accomplish three (3) activities that generate additional funds for the Association, along with a monthly raffle at our Executive Meetings.

Membership dues is one of the major income streams for the Association. This is two percent (2%) of members monthly salary, which is broken down as follows:

- 1% Membership dues
- 0.5% Legal Fund fee
- 0.5% Jamaica Nurse Magazine (Journal)

Monthly remittances are remitted electronically except for the Bellevue Hospital. This is vigilantly monitored by one of the Senior Secretary's and the Accountant.

At our monthly meeting the Income and Expenditure are discussed, and at this point, discrepancies would have been identified and clarified before presentation at our Executive Meetings.

The committee alongside Mr. Wayne Rochester Accountant of the Association continues to monitor the Investments of the Association and ensured that the benefits are worthwhile.

On a monthly basis, reports were given at the meetings regarding the renovation, refurbishing and repairs done to the properties.

Membership Welfare Benefit Programme, was discussed as a way in which members would benefit in areas such as: Death, Illness, Diagnostic tests, and Natural Disaster. This information was taken to Executive Meeting, and a suggestion was made to add Injury on the job and Inability to work as part of the ways members could benefit.

The Association continues to manage its operations by honouring monthly financial obligations and responsibilities. These include staff salaries/wages, statutory deductions, property taxes and insurances. For the financial year, funds were paid over in the Legal Fund account and the Journal (Jamaica Nurse Magazine) account respectively.

The Finance committee would like to express special thanks to the nursing and non-nursing groups who participated in the different activities that were done. Your support and contributions were appreciated, and we look forward to your continued support as we endeavor to keep the banner of this noble Association high and remain United in Service".

"In the end, we will remember not the words of our enemies, but the silence of our friends." Martin Luthur King Jr.

*Prepared By:*

**Corlette Francis Spencer**

*Chairman*

## Membership

"Persistence is the twin sister of excellence. One is a matter of quality; the other, a matter of time." — *Marabel Morgan*

### Committee members

Dawn Marie Richards – *President*  
 Denese Dacres Reeves – *Chairman*  
 Kaindece Barrett Green – *Co-Chairman*  
 Serica Brandon Betty  
 Heather McGrath  
 Kahon Duhaney Gordon  
 Meisha Young Lewars  
 Camille Williams  
 Karen Roberts Mason  
 Carmen Brissett  
 Shantal Remekie  
 Dion Murphy Nedrick  
 Alicia Adamson Clarke  
 Abigail James  
 Corlette Francis Spencer  
 Beretta Thomas

### Introduction

The Nurses Association of Jamaica Membership year began slowly for the first quarter but gained momentum as the months passed by. The Committee sought to build membership numbers within the Organisation through various meetings, visits and outreach. All in an attempt to meet members in their workspaces, to engage, maintain existing members and to gain new members.

This was all made possible through active participation in the Presidential visits.

The membership committee meetings were convened every third Thursday of each month with the other committees. We participated in audits with the Nursing Services team and the educational sessions with the Nursing Education team. The mission and vision of the Nurses Association of Jamaica was reinforced with each outing.

The membership count as of June 2025 stands at two thousand six hundred (2600) members. A total of sixty-nine (69) persons withdrew their membership from the Association over the period. However, we had a total of one hundred and fifty-nine (159) new members and at time of this report nine (9) individuals who are seeking to become members who have paid one month. There are others whose membership is being processed. The Key and Council members were encouraged throughout the year to engage members re the activities of the Association and to engage new persons to become members.

### Activities

The activities planned for the year included:

1. Regional tours
2. Newsletters
3. Preparation of membership packages
4. Visit to other institutions with the President and other committees
5. Compiling and distribution of packages to members, distribution of cards to members
6. Recruitment of new members.

Over two hundred membership packages were distributed to new members. These packages included an NAJ branded pen, the Constitution, a welcome letter, membership card and a brochure containing information about the NAJ.

### Regional Tours

The four regional membership wellness tours were planned and executed with the members in mind. The first regional tour had us gathering at the beautiful 876Beach club in Trelawny catering for the Western Region members on February 19, 2025. It was well attended, members were feted, participated in numerous games and presented with tokens. A total of eighty-six (86) members participated in the event.

The second Wellness tour was held on the 26th March 2025 at Flavors Beach where we catered to the North East Regional Health Authority members. Members from across the region came and participated in the various activities. Forty-eight (48) Members participated in this activity.

Our adventure continued to Steamz Palmz in Clarendon Park for the Southern Regional members on May 21, 2025. This beautiful, picturesque venue saw our members frolicking in the cool blue waters of the venue, being fed and refreshed. A variation of games and fun activities was planned executed and participated in. All eighty-six (86) members of the Region had an unforgettable day.

Our final Wellness Day saw us returning to Ronnies on the beach after months of searching and lobbying produced little or no fruit. We gathered on June 25, 2025 for a fun filled day. We had forty-two (42) members in attendance. We were blessed with sprinkles of rain which was welcomed. Members were seen dancing in the light drizzle and having a good time. The members were presented with tokens which were well received.

## STANDING COMMITTEES

All participants in the bun eating, ginger beer drinking competition, cups stacking, atom, match the bottles were outstanding. The potato race was extremely exhilarating; person nose-dived into the dirt but got up and finished their races with grace and poise.

All the Wellness tours could be considered a success. The members who attended expressed their appreciation for the Wellness days and the activities that was planned for them.

### Database

The Database is still being gradually updated. The Association is seeking to employ a database personnel to continue the updates. All members from the different regions have been entered into the database and basic information can be obtained from it.

### Newsletter

One newsletter was drafted, it remains to finalised and circulated to membership. The discount listing had dwindled to two stakeholders, this is so when contact was made, we were informed that once we were members of the Civil Servants Association we would benefitted. We would just need to state that we were Civil Servants and produce our work identifications. We continue to seek

new persons and entities to add to the listing.

### Birthdays, Get well, Condolences and Congratulations cards

We distributed a total of seventy-five (75) cards to members. This gesture will continue until our term in office ends.

We will continue to collaborate with other committees in their efforts to meet with members as we seek to care for our members.

We extend a heartfelt thank you and appreciation to all the members of the Secretariat staff for their invaluable support and unwavering support throughout the year.

"You never know what's around the corner. It could be everything. Or it could be nothing. You keep putting one foot in front of the other, and then one day you look back and you've climbed a mountain." —*Tom Hiddleston*

We continue to strive for excellence the hallmark of our practice as we remain 'United in Service'

*Submitted by:*

**Denese Dacres Reeves (Mrs.)** – Chairman

**Kaindece Barrett Green (Mrs.)** – Co Chairman

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## Publicity and Public Relations

### MEMBERS

Dawn Marie Richards (*Chairman*)  
Kahon Duhaney Gordon  
Meisha Young Lewars  
Denese Dacres Reeves  
Patsy Edwards Henry  
Shirley White Dawkins  
Dion Murphy Nedrick  
Beretta Thomas  
Andrea Christie  
Shantal Remekie  
Michelle Hales Thompson  
Zetta Bruff

An unknown author posited 'Everything you do or say is public relations'. That we believe to be true, hence the maintained functions of this committee. The Committee met monthly on 2nd Mondays at 1pm as long as there were no competing priorities. The activities of the committee, however, are not limited to meetings only. Performing the activities of the Organization without

putting the information out there would for the most part be irrelevant as, it is through the support of members and stakeholders that we are able to function effectively. One mandate of the Executive was to maintain the visibility of the Association through all relevant spheres. Members continue to work on committees and serve on Boards external to the Organization. Members also continue to participate in the following activities across the Island;

- Health Fairs
- Career days and Conferences
- Church services
- Radio and Television appearances
- Research Conferences
- Awards Ceremonies
- Striping Ceremonies
- Graduation Ceremonies

There was also collaboration with other organizations to include:

- International Council of Nurses
- Caribbean Nurses Organization

## STANDING COMMITTEES

- Jamaica Enrolled Assistant Nurses Association
- Ministry of Health and Wellness
- Jamaica Midwives Association
- LASCO Chin Foundation
- Women's Health Network
- Honey Bun

The year was filled with funeral attendance. We participated in Services for current members, retirees, colleagues allied to health, relatives of colleagues as well as others. We use this medium to continue to express condolences to those that have lost their loved ones during this past year.

### Database

The Database, in its preparatory state is available at this time. Members have been added and dues payment information added to the system as it becomes available. It is safe to therefore say that we have a usable system in place. However, at this time, there is not much that we can get out of the system, except the membership listing. We, however, continue to utilize the vision set for us in establishing a usable database. The staff member that was employed for the purpose is no longer in the system. Coverage is now being provided by other members of staff, while we seek to re-engage another individual. All current members have been added to the database as well as their dues payment.

### Website

The website is one source of communication for the Organization. Social media volunteers have been trained to post on same, however, we await the password process to allow for some to post. At this time, posts are routinely made in relation to advertising of activities, activities that are carried out, literature from the Association among other things.

The process still needs additional work and dedicated persons committed to the process in relation to posting to the website. We continue to anticipate more activity in relation to our visibility.

### Presidential Tours

This activity has been met with much enthusiasm by the groups visited. The visiting team includes the President and available members of the Officer Core. To date, for this period, 13 visits were done. Five (5) Hospitals, five (5) Health Departments, two (2) Special Interest Groups, and one(1) Regional Health Authority Office were visited. We will continue to engage membership in this manner and seek to help to address their concerns in a timely manner.

### Other Activities

Members continue to maintain the visibility of the Association through participation in community events, being highlighted by the media and our sponsors, and sitting at the tables that we have been invited to attend. We thank those who continue to acknowledge the vision and pray for strength as we continue to fly the NAJ banner high.

Special thanks to the committee members who continue to carry out the mandate of the committee. Vince Lombardi posited, 'Perfection is not attainable, but if we chase perfection, we can catch excellence.' Let us remain resolute as we seek to ensure that this committee remains vibrant and relevant. We will continue to maintain the mandate, 'Our Nurses. Our Future.' We remain United in service.

**Dawn Marie Richards**  
Chairman

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## Nursing Services

### Committee Members

Mrs Dawn Marie Richards - *President*  
Mrs Heather McGrath - *Chairman*  
Mrs Meisha Young -Lewars  
Miss Candice Thompson  
Mrs Alicia Adamson -Clarke  
Mrs Constance Roberts -Perkins  
Mrs Keisha Riley-Harrow  
Miss Camille Williams  
Mrs Corlette Spencer  
Mrs Karen Roberts Mason  
Mrs Marcia Thomas Yetman  
Mrs Grace Smart Simms

Mrs Serica Brandon -Betty  
Mrs Karlene Miller  
Mrs Patsy Edwards Henry  
Miss Abigail James  
Mrs Carol Smith Beharie  
Mrs Claudette Gordon  
Mrs Denese Dacres Reeves  
Mrs Dion Murphy Nedrick  
Mrs Sharon Golding Hibbert  
Miss Novlette Arthurs  
Miss Shantal Remekie  
Miss Kadisha Smith  
Mrs Olivia Coombs

### Introduction

**“The only way to do great work is to love what you do” –Steve Jobs.**

The Nursing Services Committee is a Standing Committee of the Nurses Association of Jamaica. This Committee sought to create avenues by which nursing standards and professionalism are maintained. Meetings were held face to face on 3rd Thursdays in conjunction with other Standing Committees of the Association.

Documentation of the current challenges encountered by Nurses yielded the following results.

- Lack of professional conduct.
- Ineffective management systems.
- Increase in the rate of absenteeism
- Acute shortage of staff.
- Non- adherence to nursing standards.

These issues identified provided the framework by which targeted interventions were generated. A proposed plan was developed focusing on the following areas;

#### 1. Audit

Two (2) audits would be conducted during the period under review.

#### 2. Educational session

One (1) educational session was planned focusing on nursing standards.

#### 3. Focus Group Discussion

The objective of this intervention was to facilitate an avenue by which Nurses were able to discuss issues that impact nursing care.

#### 4. Coaching Programme

The aim of this programme was to provide support to Nurses across all disciplines.

### Audit

On March 24, 2025 an audit was conducted at the Port Antonio Hospital (Type C). Three (3) members of the Committee were present. The Director & Deputy Director of Nursing Services along with three (3) Departmental Managers were in attendance. The wards visited were all Surgical and Medical wards, Accident & Emergency, Paediatrics and Maternity.

The audit yielded the following results:

- The wards were clean and the ventilation was good.
- The Ministry of Health & Wellness Nursing and Midwifery Policy Manuals were available on most wards. The Staff Orders for Public Servants manual was not seen on some wards. The Regional Health Authority Human Resource Policy was not seen on any ward visited.
- The SOAPIE method of documentation was observed on four wards audited.

- Generally, good infection control practices was observed on all areas.
- Staff meetings and Ward Conferences were held on a regular basis.
- No smoking signs were not mounted in some areas.
- Interpersonal relationship among the staff was commendable.
- A space was created on the wards to facilitate dining.

### Education Session

- It was observed that the professional standard among Nurses had declined. This problem fueled the proposed plan to facilitate another session focusing on nursing standards.

This session was conducted on March 25, 2025 from 2-4pm via the zoom platform highlighting “Nursing Standards and Ethics”. Mrs Marcia Thomas-Yetman, Regional Nursing Supervisor for South-East Regional Authority delivered a comprehensive overview of this timely topic. One hundred and forty (140) Nurses were in attendance.

This presentation highlighted:

- The elements of Nursing Standards.
- Ethical dilemmas in Nursing.
- The TRIAD of Nursing Standards and Governance. All attendees received two (2) continuing education hours.

### Focus Group Discussion

This Discussion was held on March 31, 2025 at Mary Seacole House, 72 Arnold Road. The objective of this activity was to create an avenue whereby Nurses from across the country were able to share the challenges encountered by them. The participants were placed in two (2) categories namely:

- Level 1 &2
- Middle & Senior Managers

#### Group 1- Level 1&2

Three (3) participants from the Percy Junor Hospital, Mandeville Regional and Sir John Golding were in attendance.

The challenges reported were as follows;

- Ward Managers were not seen as role models.
- Lack of assertiveness from junior Nurses.
- Utilization of social media platforms by Nurses. It was observed that some Nurses post videos of themselves while at work.
- Non-adherence to dress code.
- Inadequate staffing to provide the required care.

The participants suggested that;

- A robust orientation plan be implemented at all facilities.

## STANDING COMMITTEES

- The Head of Departments should lobby for the employment of Nurses.
- Seminars or workshops focusing on conflict resolution and professionalism be facilitated.
- A book be generated to document challenges.
- Provision be made to offer aftercare for staff children.
- Counselling be offered to Nurses when necessary.

### Group 2-Middle & Senior Managers

Five (5) Nurses representing the Nurse Practitioner, Nurse Educator, Nurse Anesthetist, Ward Manager and the Senior Manager Groups were present.

The challenges documented include;

- Decrease in the number of Nurses who consented to do overtime.
- Increase in the rate in absenteeism.
- Non adherence of protocols.
- Poor communication skills
- Challenges encountered by some Nurse Educators while trying to navigate the nursing curriculum.

They suggested that;

- The Ministry of Health & Wellness to oversee the Nursing Programmes. Revision of the compensation package for Nurse Educators.
- Creation of a space for rest and relaxation.
- The role of the Nursing Council be more visible.
- Facilitate safe practices in the clinical setting.
- More Nurses be empowered to be trained as Preceptors
- The Inservice Education Unit be more visible within the Institutions. Assign role and responsibilities to Nurse Educators who are employed in secondary care.

### Coaching Programme

- The above captioned was planned to improve the professional standard of Nurses across the country. Coaches were chosen from all Regions. A session will be facilitated in September 2025 to provide the Coaches with the required skills needed to perform their role. It is hoped that during the next Conference year, this programme will be initiated.

I wish to express sincere thanks to the Committee members for their unwavering support during the period. To other members of the Association and staff at the Secretariat, thank you for your support and commitment. Your contribution was highly appreciated.

### Conclusion

As we approach the end of the Conference year, let us reflect on the achievements, and opportunities that were made possible. The team collaborated with members of the Education Committee to ensure that the mandate of Nurses Association of Jamaica was realized. I implore you to embrace professionalism and always seek to epitomize optimal nursing standards. I encourage you to “The only limit to our realization of tomorrow will be our doubts of today”- Franklin D Roosevelt, as “We remain united in service.”

Submitted by:

**Heather McGrath (Mrs.)**

## Nursing Education

### Committee Members

“Labour for learning before you grow old, for labour is better than silver and gold, silver and gold will vanish away, but a good education will never decay.”  
Desmond Dekker

### Members

Mrs. Dawn Marie Richards – *President*  
Mrs. Alicia Adamson Clarke – *Chairperson*  
Mrs. Denese Dacres-Reeves  
Mrs. Heather McGrath  
Mrs. Serica Brandon-Betty  
Mrs. Kahon Duhaney-Gordon  
Mrs. Meisha Young-Lewars

Mrs. Corlette Francis Spencer  
Miss Beretta Thomas  
Mrs. Keisha Riley-Harrow  
Mrs. Patsy Edwards-Henry  
Miss Shantal Remekie  
Miss Abigail James  
Miss Kadisha Smith  
Mrs. Kaindece Barrett-Green  
Mrs. Constance Roberts-Perkins  
Mrs. Dion Murphy-Nedrick  
Mrs. Karen Roberts-Mason  
Miss Carmen Brissett  
Mrs. Michelle Hales-Thompson

The Education Committee at the beginning of the NAJ

## STANDING COMMITTEES

conference year aimed to enhance professional development, clinical knowledge, and patient care standards through comprehensive, evidence-based educational initiatives. These initiatives would be achieved through online as well as face-to-face sessions. The committee gathered every 3rd Thursday in each month along with other committees at the Secretariat to plan and discuss upcoming educational activities. The contribution of the President, General Secretary, Secretariat staff, and the committed committee members, saw us having two (2) successful Webinars, and should be having a face-to-face Debate in September 2025. We partnered with the Nursing Council of Jamaica (NCJ) as well as Attorney-at-Law to build capacity within our profession and reinforced legal ethical matters that may affect our practice.

Our very own Specialist and Generational Z Nurses stepped up to the invitation to empower and educate our participants in thought-provoking topics, presentations were organized and prepared. The participants' feedback showed that their engagement was not just for continuing educational hours, but to build and reinforce prior knowledge gained. Topics such as "Sustainable Developmental Goal and Nurses" and "Rehabilitation and Essential Service to Universal Health Coverage." The final of the two (2) Webinars saw our Generational Z nurses presenting on Building their capacity in their presentation on "Social Media and Nurses." Other topics presented for the day were "Artificial Intelligence in Nursing" and "Data Protection, Privacy and Confidentiality."

The committee collaborated with other committees such as Nursing Services, Summer School, and Annual General (AGM) Island Conference to ensure educational activities carried out are geared to develop nurses with skills, resources, and adaptive mechanisms to meet the evolving needs of the healthcare system. There will never be any structure formed without challenges and the Education Committee was no exception; we managed, however, to learn from those challenges and have put measures in place to mitigate against the future mishaps.

The committee expressed heartfelt gratitude to everyone who played a vital role in the successful execution of all educational activities carried out thus far and those to come. With prayer, dedication and consistency we will achieve as 'we remain united in service.'

*Prepared by:*  
**Alicia Adamson Clarke**  
Chairperson

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## **Socio Economic Welfare**

### **Committee Members**

Mrs Dawn Marie Richards - *President*  
Miss Carmen Brissett - *Chairperson*  
Mrs Dense Dacres Revees  
Mrs Kaindece Barrett Green  
Mrs Dion Murphy Nedrick  
Miss Shantal Remekie  
Mrs Nancy Davis Williams  
Mrs Patsy Edwards Henry  
Mrs Kahon Duhaney Gordon  
Mrs Michelle Hales Thompson  
Miss Beretta Thomas  
Miss Camille Williams  
Mrs. Alicia Adamson Clarke  
Mrs Heather McGarth

**"The effect you have on others is the most valuable currency there is." - Jim Carrey**

The Socio-Economic Welfare Committee (SEW) remains committed to supporting our members by fostering harmonious working relationships and promoting their overall well-being through advocacy, collaboration, and practical assistance.

### **Committee Overview**

The 2024–2025 conference year was not as robust as in previous years; however, we remained steadfast in our efforts. The committee continued to work diligently and adapted where necessary to respond to the evolving needs of our members.

## STANDING COMMITTEES

### Grievances

The committee responded to several matters raised by members and engaged in meaningful discussions with key personnel at various institutions to ensure members were treated fairly and not adversely impacted. Institutions engaged included:

- The Spanish Town Hospital
- The Bustamante Hospital for Children
- The Southern Regional Health Authority
- The University Hospital of the West Indies

Two significant matters were addressed through Disciplinary hearings conducted by the South East Regional Health Authority. These hearings resulted in the reinstatement of all four (4) nurses to their substantive positions—an outcome that underscores the importance of persistent advocacy.

### Compensation Review

The implementation of the Government's compensation review has presented several challenges. In response, the committee has taken steps to organize a meeting with the Permanent Secretary and other key stakeholders. This meeting will provide an opportunity to highlight the issues encountered and collaboratively explore effective solutions to move forward.

### Welfare Support

Members were informed of available educational grants and scholarships for themselves and their children, as well as housing solutions that they may be eligible for. In

addition, nurses with special needs who reached out to the Association were provided with the necessary assistance and support, ensuring no member was left behind.

### Negotiations

The committee actively contributed to the preparation and submission of a comprehensive proposal outlining new salary structures and fringe benefits for the fiscal years 2025-2027. This proposal has been formally submitted to the Ministry of Finance and the Public Service, and we now await their response.

### Conclusion

I would like to extend my heartfelt thanks to each member of the Socio-Economic Welfare Committee. Your commitment, expertise, and passion have been instrumental to our achievements this year. It has been a privilege to work alongside such a dedicated team. Finally, I wish to thank the Nurses Association of Jamaica for their trust and confidence in allowing me the honour of chairing this committee.

I remain United in Service.

*Submitted by:*

**Carmen Brissett**

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## Property Management

### Committee Members

Dawn Marie Richards - *Chairman*  
Kahon Duhaney Gordon  
Meisha Young Lewars  
Beretta Thomas  
Denese Dacres Reeves  
Shirley White Dawkins  
Camille Williams  
Zetta Bruff  
Janett Coore Farr

**'If the plan doesn't work, change the plan, never the goal.' – Unknown**

The Property Management Committee of the Nurses Association of Jamaica remains active and meets on the second Monday of each month, barring conflicting priorities.

The Nurses Association of Jamaica proudly owns three properties namely:

- Mary Seacole House – 72 Arnold Road
- The Mary Seacole Annex which houses the Secretariat, Leleka Champagne Hostel and Annex – 4 Trevennion Park Road, Kingston 5
- The Golden Retreat – 24 ½ Seymour Avenue, Kingston 6

Matters discussed at meetings included:

- Individual properties

## STANDING COMMITTEES

- Board of management for the Golden Retreat
- Post-earthquake structural assessment
- Staff employment
- Occupancy of facilities
- Labour day projects
- Fundraising
- Maintenance of properties
- Disaster plan

The meetings were productive and saw us making good achievements for the period of reporting. Maintenance continues to be high on the agenda as we strive to ensure that the properties maintain their usefulness. We continue to face regular plumbing issues, which are promptly addressed as they arise. Building maintenance continues also. The insurance for all properties have been paid, as well as all property taxes have been paid. The Aesthetics of all three properties have also been maintained.

The post-Earthquake Structural Assessment was completed and the report received from the engaged stakeholder, THREE;23 Projects Limited, and submitted on May 9, 2025. All three properties had a site inspection done prior to the actual assessment. A Proforma Invoice was then sent and after payment was made the assessment was done. All three facilities were assessed. The process involved Observation, Assessment and Recommendations. A forty-five-page document was sent with the findings. The mandate now is to act on the recommendations. The basic analysis is that work needs to be done on all three properties, as there is damage to all of them.

The Disaster Plan that was drafted for the Association to include all three properties, remains in draft stage as not much more has been done to same. Upon review, most areas have been completed but there are others that need to be edited. This will be done and then the document will again be presented to the relevant personnel before presentation to membership.

### **MARY SEACOLE HOUSE (72 Arnold Road)**

This space is currently used for meetings to include Executive, Quarterly, Emergency and Island Council Meetings, hosted by the Association or Special Interest Groups, and some nursing affiliates for their group meetings. It has been utilized to host the Mary Seacole Day celebrations, as well as the Annual NAJ Christmas Treat, and the annual Fundraising Fish Fry for the Association. Two other fundraisers were also held, namely the Valentines Sip and Paint event as well as a Tea Party. Both were fairly successful. The space is also rented for personal events, costing being relative to your affiliation. Members pay a subsidized rate. Responsive maintenance continues as the property faces the occasional challenge. Plumbing

issues have been addressed. Areas have been repainted. Tiles are to be replaced on the platform of the Hall. The rear doors of the auditorium have been replaced. Shelves have been installed in the storeroom area.

The domesticated area saw some maintenance work done to the space and items of furniture purchased to replace worn ones so as to improve the space for those renting same. The roof of the Auditorium needs to be repaired and the picket fences at the garden areas will also be replaced/repared.

### **SECRETARIAT**

The main office space remains aesthetically pleasing, with the new office look. Storage issues are being resolved and the areas of concern left to be addressed include the library and the internal storeroom.

Upstairs the Secretariat has been fully refurbished and has seen much improved aesthetics. The bathrooms have been refurbished and Labels have been placed on the doors. A conference room table and 200 chairs were purchased for furnishing the space. The windows have been repaired and blinds have been installed. One room in the area will be utilized as a wellness room for the Association. The pantry will be refurbished as well. This year the space was utilized for the hosting of the Nursing Student of the Year Competition.

The electronic gates continue to provide added security to the property and the walk-through gate has been installed and keys distributed to persons as needed.

### **LELEKA CHAMPAGNIE HOSTEL and ANNEX**

The Hostel continues to enjoy full occupancy as a result of the resumption of face-to-face classes at Inservice Education Unit and continuing University programs as well as facilitating our Caribbean counterparts when they need assistance. Preventative maintenance is ongoing. There have been serious plumbing challenges facing some of the flats and those have been addressed based on observation or complaints. The waiting list for occupancy continues as the turnover process is maintained by ending and commencement of the various courses.

### **ANNEX**

The Annex continues to serve our persons needing accommodation. For this reporting period, it has been home to some of our overseas persons. It continues to enjoy full capacity based on the needs.

### **GOLDEN RETREAT**

There have been some plumbing issues that continue to plague all our facilities, the Golden Retreat included. These matters have also been resolved. This year the

facility was inspected by the Health Department and some recommendations made. These have been put in place. There have also been some challenges with termite infestation in some door jambs. These matters have also been addressed as they arise. New staff have been employed to the facility and the occupants continue to enjoy the ambience and care received. The Hostel area continues to provide short term residency to students and persons seeking overnight space.

The Board of Management was reinstated and one meeting held. However, there have been challenges getting the Board to meet as there are always competing priorities of individuals reducing the opportunity to establish the needed Quorum for the meeting. This matter is being addressed and it is hoped that going forward, meetings will be possible.

Overall, the management of the properties continue and the Committee worked hard to ensure that the standards are maintained in relation to the purpose of the properties. We remind ourselves daily of the blessings that have

been afforded to us as members to own a property. We thank the visionaries who have gone before and had the intuitiveness to ensure that there would be a legacy to maintain. Thanks to the committee members and other colleagues for their commitment to the process. We are reminded that the best view comes after the hardest climb, as the additional altitude would have afforded you a better view. It was Brian Tracy who opined 'Optimism is the one quality associated with success and happiness than any other'. Let us remain optimistic as we seek success and happiness. I remain yours, 'United in Service.'

**Dawn Marie Richards**  
Chairman

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## **Journal** **(The Jamaican Nurse Magazine)**

### **Committee**

Mrs Dawn Marie Richards - *President*  
Mrs Nicola S Powell - *Chairperson*  
Mrs Patsy Edwards- Henry  
Mrs Kahon Duhaney Gordon  
Miss Andrea Christie  
Mrs Sandra Chisholm- Ford  
Mrs Tamara Thompson- Dennis  
Miss Candice Thompson  
Miss Carlene Chambers  
Miss Carla Williams  
Mrs Serica Brandon-Betty  
Mrs Keisha Riley- Harrow  
Mrs Natalie Hylton- Levy  
Mrs Sharon Golding- Hibbert  
Miss Romey Ann Hibbert  
Miss Abigail James  
Miss Camille Williams  
Mrs Lillian Lewis- McDonald  
Mrs Mauvette Waite  
Mrs Meisha Young -Lewars  
Miss Shantal Remekie  
Miss Tanashia Whyte  
Miss Kadisha Smith  
Mrs Elaine Scott  
Mrs Karlene Miller

### **“Creativity is intelligence having fun”**

As we look ahead to 2025 The Journal (Jamaican Nurse Magazine) committee remains steadfast in its commitment to producing a intrigued, and high quality magazine for our Annual General Meeting (AGM) October 2025.

Bannered by the theme **“Nurses leading the charge charting the future of health care.”**

This publication is more than a creative endeavor. It is a reflection of our collective achievements, dedication, values and vision for the future.

Our aim is to craft a Journal that not only informed but also inspires through thoughtful articles, vibrant visual, and engaging features. We seek to celebrate the milestones we've reached and the stories that defined our journey.

The Journal will serve as a platform to highlight the voices within our organization, and extended beyond our boundaries to showcase impactful initiatives and foster a deeper sense of connection among members.

To achieve this, our Objectives include;

- Curating meaningful content that affects the diversity and dynamism of our committee's work.

## STANDING COMMITTEES

- Collaborating across teams to ensure accuracy relevance and creativity in every section
- Upholding high editorial standards to produce a polished and professional publication
- Engaging our audience through interactive elements and thoughtful designs.

We believe Under the profound leadership of the Nurses Association of Jamaica the Jamaican Nurse Magazine will not only commemorate our progress but also sparks new ideas and conversation.

With creativity as our compass and collaboration as our engine we are excited to bring this vision to life as we remain united in service.

As the magazine plunges into its final phase of production I pause to express thanks to the President of the Nurses Association of Jamaica Mrs. Dawn Marie Richards for the opportunity to have served as Chairperson for a second time . I also want to say thanks to the committee members for your support and dedication.

*Submitted by*  
**Nicola S Powell**

## Social and Hospitality

**“True hospitality consists of giving the best of yourself to your guest.”** Eleanor Roosevelt

### Members

Mrs Dawn Marie Richards - *President*  
Miss Laverna Campbell - *General Secretary*  
Miss Camille Williams - *Chairman*  
Mrs Racquel Easington Sewell  
Mrs Nicola Powell  
Mrs Constance Roberts Perkins  
Mrs Meisha Young Lewars  
Miss Beretta Thomas  
Miss Lillian Coke  
Mrs Corlette Francis Spencer  
Mrs Teasha Davis King  
Mrs Chrisan Barrett Nedrick

The mandate of the Social and Hospitality Committee was to serve at all meetings and functions of the Association during the conference year. This was achieved by members volunteering to serve on the committee. Another mandate of the committee was to conduct a fundraising raffle at each meeting. The committee met on 3rd Thursdays along with the other committees at the Secretariat.

### Activities of the Committee during the Conference Year Hospitality at Meetings

Members of the committee provided this service at the monthly Executive Meetings, assisted the hosts at Quarterly General Meetings (QGM) and Island Council

Meetings. At the NOY and NSOY Competition members came out and provided valuable assistance and service to ensure a smooth running of the competition. We also assisted at the Wellness Day Tours and at Awards Ceremony.

### Raffle at Meetings

The execution of the fundraising raffle at meetings was made possible by the donation of gifts by committee members and general membership. This year a second prize was added, and this was welcome by members. Over Forty-eight (48) gifts were donated. The aim was to make at least Ten Thousand Dollars (\$10,000) at each drawing. We made an average of Eight Thousand to Eleven Thousand Dollars (\$8000-\$11,000) at each drawing.

### Tea Party Fundraiser

The committee was tasked to plan and host this event. This was executed on May 30, 2025, under the theme **“It’s a Garden Affair.”** The venue had to be shifted from the Golden Retreat, due to unforeseen circumstances. This was held at the Mary Seacole House, 72 Arnold Road. A total of One Hundred and fifty (150) tickets were printed and distributed at a cost of Two Thousand Dollars (\$2000) per ticket. Donations of tea were made by Salada Foods and LASCO Distributors. After tallying of expenses and contributions a collection of One Hundred Thousand was credit to the Association. Proceeds from the tea party will be utilized for the paving of the driveway at the Golden Retreat. A big thank you to members, their families and friends who made the event a success.

### Annual Fun Day

This is slated for Wednesday, August 27, 2025, at the 876 Beach Club, Trelawny. The Association will be catering for One Hundred and Fifty (150) members.

The committee wishes to express gratitude and thanks to the President, General Secretary, Secretariat staff and

dedicated members for the support which made the committee a success as we remain **'United in Service.'**

*Prepared by*  
**Camille Williams**

## Disciplinary & Ethics

Mrs. Dawn Marie Richards - *Chairperson*  
Miss Carmen Brissett  
Mrs. Kahon Duhaney Gordon  
Mrs. Denese Dacres Reeves  
Miss Laverna Campbell

The word Disciplinary, which has a Latin origin, speaks to matters concerning or enforcing discipline. According to AI, Discipline is seen as a cornerstone of success and personal growth, highlighting its importance in achieving goals and building character.

An unknown Author posited, "The price of discipline is always less than the pain of regret". And we are also reminded by our elders never to make our last word 'If I had known'.

The fore parents of the NAJ saw it as prudent to establish this committee as a Standing committee within the Organization, knowing that it would be very important in helping to maintain the professional standards of the Association.

**Ethics is nothing less than reverence for life – Albert Schweitzer**

Nursing as a profession prescribes to specific disciplinary codes. A search of the internet describes Professional conduct as the ethical behaviour and standards expected of individuals within a specific profession. It encompasses how a person behaves towards clients, employees, colleagues, the community and other stakeholders. The committee makes this its mandate.

The year was manageable, as only one documented matter was brought to the committee over the period being reported on. One matter that came to the Associa-

tion anecdotally, was followed up with a letter sent by one of the persons involved. She was contacted and visited the Association where she met with the committee. She outlined the matter, and was advised accordingly. That matter was however being dealt with locally. Matters of inappropriate conduct were brought to the Association anecdotally in meetings, with solutions and recommendations made in these forums. There were other phone calls that were made and written documentation requested, however none has been forthcoming.

There were two outstanding Interdiction matters that have been resolved and we give thanks for that. All affected members have been successfully reinstated to their substantive positions.

The committee held counselling sessions with individuals and groups based on utterances that came from meeting settings or personal requests and the ICN Code of Ethics, the Staff Orders and the Public Sector Regulations were used as points of reference.

Members were also educated about their rights through webinars and education sessions throughout the period, as well as reminders in other sessions to ensure that they are cognizant of their terms and conditions of employment, thereby seeking to have trouble-free work spaces.

Membership continues to be reminded as well, of their responsibilities, utilizing the ICN Code of Ethics, which can be found on the ICN website, as well as publications from the Nursing Council of Jamaica (NCJ).

Members are encouraged to be responsible in how they conduct their duties as well as in their personal lives, as one impacts the other and the prevalence of social media allows for information to be shared knowingly and unknowingly. We are reminded in the book of Matthew

7:12 **‘So in everything, do to others what you would have them do to you, for this sums up the Law and the Prophets.’**

The Association will continue to act as the voice for nurses and nursing in Jamaica. All members can depend on the organization to stand by them, but rest assured, if you are wrong, you will be told. You will not however be left alone. Your rights will be protected but wrongs will not be condoned.

Let us choose at all times to be cognizant of what is right and live by those principles as we remain ‘United in Service.’

**Dawn Marie Richards (Mrs)**  
President

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## **Research**

**“Research is seeing what everybody else has seen and thinking what nobody else has thought.”**

*By Albert Szent- Gyorgyi*

### **Members of the committee:**

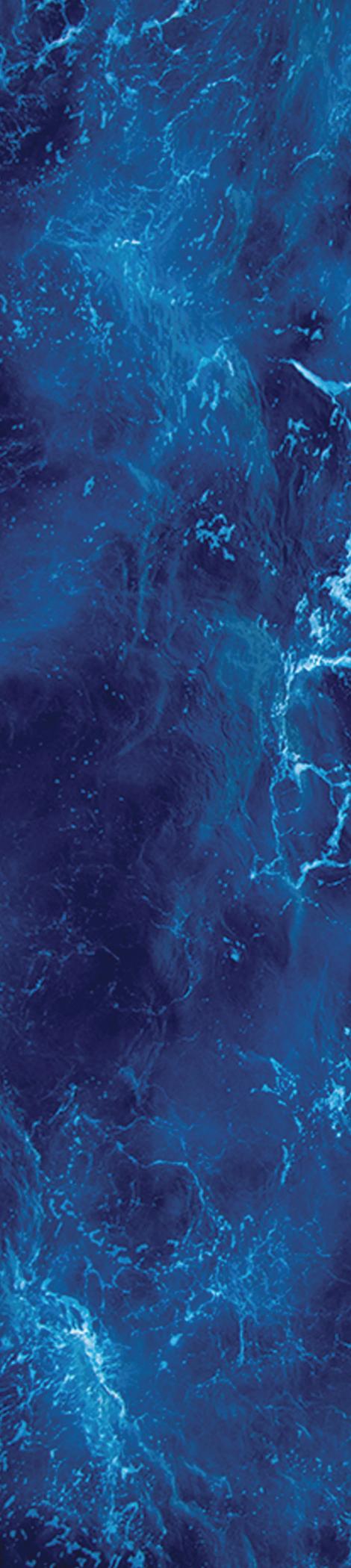
Mrs. Dawn Marie Richards - *President*  
Mrs. Serica Brandon-Betty - *Chairperson*  
Mrs. Carol Beharie  
Mrs. Sandra Chisholm Ford  
Mrs. Keisha Riley-Harrow  
Miss Abigail James  
Miss Shantal Remekie  
Mrs. Heather McGrath  
Mrs. Natalie Hylton Levy

The Research committee’s plan was to conduct a capacity building workshop for nursing students, a survey and to collaborate with the Journal committee.

The committee met on 3rd Mondays along with the Journal committee via zoom. We were able to assist Journal committee however, we were unable to carry out the Capacity Building workshop and survey. We aim to carry our unmet objectives in the coming Conference year.

The committee collaborated with other Committees of the Association to meet their objectives. We wish to express our gratitude to all the hard working members as, ‘we remain united in service.’

*Prepared by:*  
**Serica Brandon-Betty**



**ADHOC  
COMMITTEES  
REPORTS**

## **Socio Economic Negotiating Team (SENT)**

### **Members**

Dawn Marie Richards - *Chairman*  
 Carmen Brissett  
 Denese Dacres Reeves  
 Serica Brandon Betty  
 Heather Henry McGrath  
 Kahon Duhaney Gordon  
 Meisha Young Lewars  
 Corlette Francis Spencer  
 Beretta Thomas  
 Patsy Edwards Henry  
 Carmen L. Johnson  
 Kevin Allen  
 Shantal Remekie

### **Introduction**

A quote from the 'Teachers Little Book of Wisdom' reminds us, '**Dream big dreams but be known for what you do.**' This is the what the Nurses Association of Jamaica is renowned for. Dreaming big dreams, achieving them and being known for it.

The Association is known for four the (4) R's. The fourth R, Remuneration, remains one of the mandates of the Organization hence the need for this Committee. We continue to strive for the best for our members as we seek to ensure fair pay for work done by membership at their varying places of assignment. We continue to remain in constant dialogue with the relevant stakeholders, as we seek to get what is deserving and ensure that we remain relevant financially. The socio-economic welfare of our members remains foremost in our discussions with Government as we seek to remain financially relevant in the changing landscape in which we have to exist.

### **Activities of the Committee**

The main activities for the reporting period included, the continued efforts to resolve outstanding matters relating to the Compensation Review process, which commenced in April 2022, and should have been completed by March 2025. At this time of reporting, we can say with some amount of satisfaction, that outstanding monies owed to membership have been paid and all new policies effected. However, there are individual cases that remain of grave concern for the Association, as well as subtle changes that are being implemented that were never discussed at our level. These matters we have documented and await the necessary dialogue relating to them.

The other area of interest for the committee was the preparation of a new Heads of Agreement Proposal. The ICN's Caring for Nurses Agenda has seven points; the last one speaking to; Value nurses with fair, competitive compensation. It asks that countries provide salaries and benefits that reflect nurses' expertise, responsibility and dedication to patient care, among other things. The proposal was done and submitted in May 2025. Some points of interest include:

- A 2 year Negotiating Period (2025 – 2027)
- 20% increase in salary over the two-year period
- Increase in the amount for Scholarships and Grants for Nurses and children of nurses
- Motor Vehicle concession for RNs Level 3 upwards
- Provision of Day-Care/Aftercare Services in facilities
- Increase in Vacation leave Allotment
- Increase in Tailoring and Professional Allowance
- Implementation of PhD Grants to Nurses
- Housing Allowance/ Increase in NHT Allotment to Nurses
- Increase in Nursing Cadre to include the introduction of new posts
- Increase in On Call Allowance
- Increase in Taxi/Meal Allowance
- Primary Health Care incentive implementation

This request is now on the table and we await the necessary dialogue from the Ministry of Finance and the Public Service. There has been no further response from the Ministry and we continue to await discussions.

Be reminded that as a negotiating body, the NAJ remains resolute in its mandate. We anticipate objection, but we prepare our rationales and have our anecdotal case points to help enhance discussions. We take pride in knowing that Negotiations are conducted in a way that reflects character and work ethic, and remain optimistic. Let me say thanks to the team members for their support along this journey. We will continue to dream big dreams and ensure that we achieve the best possible outcomes for members, advocating on behalf of membership, as we seek to serve and remain 'United in Service'.

**Dawn Marie Richards**  
 President

## **Nurses' Week**

### **Members**

Dawn Marie Richards - *President*  
 Abigail James - *Chairperson*  
 Laverna Campbell  
 Denese Dacres- Reeves  
 Shantal Remekie  
 Kayon Dale  
 Patsy Edwards Henry  
 Serica Brandon- Betty  
 Heather McGrath  
 Kahon Duhaney Gordon  
 Meisha Young Lewars  
 Lillian Lewis McDonald  
 Camille Williams  
 Davia Dwyer  
 Constance Roberts Perkins  
 Dion Murphy Nedrick  
 Karen Roberts Mason

**Quote:** For I know the plans I have for you,' declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future.' Jeremiah 29:11  
 When service is done with heart, healing extends the bedside."

### **Objective:**

To champion a year of purpose driven-nursing by celebrating the profession through community-centered outreach, youth empowerment, and professional excellence ensuring that every initiative reflects that heart of service, the joy of giving and the power of collective growth.

### **Activities**

The past year was an exciting and fulfilling one for the Nurses' Week Committee. A wide range of activities were successfully executed, thanks to the unwavering support of our enthusiastic committee members, families, and friends. Without a doubt, we acknowledge that it was the favour of God that carried us through, and for that, we are truly grateful.

Special recognition must be given to our President and General Secretary, who were instrumental in the planning and preparation processes. Their leadership helped ensure that the mission of the Nurses' Week Committee aligned seamlessly with the broader vision of the Nurses Association of Jamaica.

Committee meetings were held every third Thursday, at the NAJ Secretariat, allowing us to strategize and coordinate our calendar of events. The activities carried out throughout the year—highlighted below—were centered

on nation building, community engagement, and professional visibility, all of which showcased the purpose and passion that drive the Nurses Association of Jamaica.

### **Make-a-Child Smile Treats**

December is the season of giving, and the Nurses Association of Jamaica wholeheartedly embraced that spirit by hosting two heartwarming Christmas Treats as part of our continued commitment to community outreach and nation-building.

On December 9th, we journeyed to Hart Hill Basic School in Portland, where the atmosphere was filled with joy, laughter, and holiday cheer. The children were excited, the staff deeply appreciated, and the experience was nothing short of magical. It was a day that brought light, love, and lasting memories to all who attended.

This initiative was spearheaded by our dynamic President, Mrs. Dawn Marie Richards, who continues to champion causes that uplift and inspire communities. Her leadership and compassion have helped extend the reach of the NAJ beyond the hospitals/Health Centres walls and into the hearts of those we serve.

On December 11th, the Nurses and Nursing Students of the Year participated in the Association's annual Christmas Treat for the Allman town Community, held at 72 Arnold Road. This event, rich in tradition and festive charm, was especially magical as children were delighted to meet Miss Claus and Elf Kringle—bringing laughter, wide eyes, and joyful cheers to the gathering.

These treats were more than just events—they were reflections of what nursing truly embodies: service, love, and humanity. The Nurses Association of Jamaica remains committed to spreading light in every season and showing that even the smallest gesture of kindness can make the biggest difference.

### **Nurse of the Year Project**

On December 18, 2024, Abigail James, NAJ/LASCO Nurse of the Year 2024, hosted a heartfelt Christmas Treat at Breds Sports Park in Treasure Beach, St. Elizabeth, under the theme "The Thought of Giving Without Receiving." Inspired by the devastation caused by Hurricane Beryl, the event brought joy, healing, and hope to the community. Children enjoyed face painting, a kiddies' village with bounce-about and trampoline, games, and prizes. Over 200 children received brand-new backpacks filled with school supplies to help prepare them for the upcoming school term. The day also featured a health fair offering dental cleanings, HIV/syphilis testing, nutrition and mental health consultations, and informa-

tion booths from the Social Development Commission and Registrar General's Department.

The outreach extended beyond the main event, reaching institutions such as Pedro Plains Infant School, Dunkley Early Childhood Institute, and Newcombe Valley Primary School, where additional backpacks and supplies were distributed. These donations supported children's welfare initiatives and reinforced the importance of education and community development. Through this initiative, it demonstrated the true essence of nursing—service, compassion, and giving without expecting anything in return.

### **Nursing Student of the Year Project**

On January 25, 2025, Nursing Student of the Year Aeisha Anderson led an impactful environmental initiative at Pagee Beach in Port Maria, St. Mary, where over 100 volunteers gathered for a coastal cleanup. The project highlighted the important role nurses play not only in health care but also in environmental stewardship and nation building.

The day was a resounding success, with 30 bags of debris removed, countless smiles shared, and one beautiful beach restored. Volunteers included representatives from NEPA, the Fisherman's Association, and various community stakeholders. The initiative underscored the power of collaboration and the ability of nurses to influence positive environmental change beyond the walls of healthcare institutions.

### **Orange Day March**

Since 2016, the Nurses Association of Jamaica (NAJ) has been a staunch advocate against violence toward women and children, annually observing Orange Day to raise awareness and promote action. This year was no different. On Wednesday, February 25, 2025, the Nurses' Week Committee took to the streets of St. Elizabeth, marching through Black River's Independence Park under the powerful theme: "End the Violence Against Our Women and Children."

The day's activities were focused on public education and advocacy. Our team passionately shared information on the resources available to victims, while boldly declaring that violence in any form is unacceptable. Marchers could be heard chanting, "Break the silence, end the violence!" and "No means No!" as we called for change. The atmosphere was further stirred by uplifting songs such as "Heal the World," which echoed throughout the park, creating a space for hope, unity, and reflection. A community seminar followed the march, featuring guest speakers Mrs. Dion Murphy-Nedrick and Miss. Desrene McLeod from the Jamaica Constabulary Force's Domestic Violence Intervention Centre. Their presentations offered insight into identifying gender-based violence, available support systems, the legal and protec-

tive processes, and ways individuals can be proactive allies in ending this national crisis.

### **Easter Bunny Treat**

On Wednesday, April 16, 2025, NAJ Nurse of the Year First runner-up Miss. Rochelle Mendez and second runner-up Miss David Dwyer hosted a vibrant and heartwarming Easter Bunny Treat at New Green Primary School in Manchester. This event, done in collaboration with the LASCO Chin Foundation, brought joy and celebration to the school community.

Students were treated to bun and cheese, LASCO food drinks, and other refreshments. The day featured face painting, fun games, and surprise visits from LASCO's mascot "Nutriman" and the Easter Bunny—sparking laughter and excitement among the children. The staff and students were deeply moved by the gesture, many expressing their gratitude with tears of joy. The event was a beautiful reminder of the positive impact nurses have in their communities, even beyond clinical care.

### **International Nurses Day**

On International Nurses' Day, May 12, 2025, the National Nurses' Day Celebration and the official Media Launch of National Nurses' Week 2025 were held at the Jamaica Pegasus Hotel in New Kingston. This grand occasion marked the beginning of a weeklong celebration under the powerful theme: "Our Nurses, Our Future: Caring for Nurses, Strengthening the Economies." A theme both timely and transformative, it served as a call to action—highlighting that empowered nurses are not only caregivers but a vital force in building resilient health systems and stronger economies.

The event was filled with inspiration, reflection, and national pride. Non-nursing advocates joined in to uplift the profession through motivational speeches, live music, and comedy, celebrating the invaluable contributions of nurses across Jamaica. The launch and ongoing Nurses' Week activities received widespread support and visibility across major platforms including LASCO Chin Foundation, the Ministry of Health and Wellness, and various Regional Health Authorities, who used their social media channels to amplify the message of gratitude and recognition for our nation's nurses.

### **NOY & NSOY Competition**

On Saturday, June 21, 2025, the NAJ/LASCO Nurse of the Year and Nursing Student of the Year Competition was held at the NAJ Secretariat, featuring a record-breaking 21 finalists—11 Registered Nurses and 10 Nursing Students—from institutions across Jamaica.

The competition was a vibrant and empowering experience, filled with inspiration, intellect, and passion. It was a high-energy day for the finalists and an intense one for

## ADHOC COMMITTEES

the judges, given the exceptional talent and the largest number of participants in the competition's history. The event underscored the growing enthusiasm and prestige surrounding the annual showcase of Jamaica's brightest nursing professionals and future leaders.

### Nurses' Week 2025 Activities Summary

Nurses' Week 2025, celebrated under the theme "Our Nurses. Our Future. Caring for Nurses Strengthens Economies," honored the contributions of Jamaican nurses through a series of impactful and empowering events across the island. Below is a summary of the major activities held during the week

Event	Date	Location
Ecumenical Church Service	Sunday, July 13, 2025	International Apostolic Ministries, Waterloo, Santa Cruz, St. Elizabeth
Summer School 68 <sup>TH</sup> Summer School and 29 <sup>th</sup> Gertrude Swaby Memorial Lecture	Tuesday & Wednesday, July 15– 16, 2025	Summit Business Centre
NAJ Founder's Day & NOY&NSOY Awards Ceremonies	Saturday, July 19, 2025	Jamaica Pegasus Hotel, Kingston

### Courtesy Visits – Nurses' Week 2025

Date	Location Visited
Monday, July 14, 2025	Office of the Leader of the Opposition
Thursday, July 17, 2025	Ministry of Health and Wellness

## RESULTS

### NURSE OF THE YEAR and Runners Up

1. Mrs Fione Collins NOY (Percy Junor Hospital)
2. Mrs Machel Edwards – Lewis 1st Runner Up NOY (Mandeville Regional Hospital)
3. Mrs Antonette Bent 2nd Runner Up University Hospital of the West Indies

### Nursing Student of the Year and Runners Up

1. Colie Lyn NSOY (Browns Town Community College School of Nursing)
2. Okieve Matheson 1st Runner Up – Caribbean School of Nursing (Utech)
3. Chevon Anderson 2nd Runner Up – Excelsior Community College School of Nursing (EXED)

The Nurses' Week Committee was able to successfully plan and execute activities for the year 2024–2025 through the dedication of its members and the guidance of our General Secretary and President.

*Prepared by:*  
**Miss Abigail James**  
Chairman

## Summer School

### Committee Members

Mrs. Dawn-Marie Richards – *President*  
Mrs. Patsy Edwards Henry  
Mrs. Nancy Davis-Williams – *Chairperson*  
Ms. Abigail James  
Mrs. Denese Dacres-Reeves  
Mrs. Shirley White-Dawkins  
Mrs. Serica Brandon-Betty

Mrs. Michelle Hales-Thompson  
Mrs. Heather McGrath  
Ms. Zetta Bruff  
Ms. Laverna Campbell  
Mrs. Shantal Remekie  
Ms. Kahon Duhaney Gordon  
Mrs. Karen Roberts-Mason  
Mrs. Mesha Young Lewars  
Mrs. Constance Roberts Perkins

Mrs. Corlette Francis Spencer  
Ms. Lillian Coke  
Ms. Beretta Thomas  
Ms. Camille Williams  
Mrs. Kaindece Barrett Green  
Mrs. Dion Murphry Nedrick  
Mrs. Alecia Adamson Clarke  
Mrs. Chrisan Barrett Nedrick  
Ms. Carmen Brissett  
Mrs. Olivia Williams-Coombs  
Mrs. Dawn Kidd Findley  
Mrs. Karlene Miller  
Mrs. Nicola Powell  
Ms. Kadesha Smith

### Introduction

Benjamin Franklin states, "An investment in knowledge pays the best interest."

The Nurses Association of Jamaica Summer School Committee for the year 2024–2025 began preparations for its 68th Annual Summer School and 29th Gertrude Swaby Lecture in earnest soon after the committee chairpersons were named at the first Executive meeting in November 2024. The committee meeting was held every third Thursday in conjunction with other named committees of the Association. It is usually held at the Association's Secretariat, 4 Trevennion Park Road. At the meetings, we discussed/planned and organized activities that would assist the committee in meeting its objectives for the year, which included brainstorming for topics and presenters. The committee's aims and objectives took root following the release of the theme by the International Council for Nurses: **“Our Nurse. Our Future. Caring for Nurses, Strengthens Economies.”**

### Aim

To deliver quality and factual educational sessions that will re-enforce and improve participant knowledge and skills in giving comprehensive/holistic care to the clients they serve.

### Objectives

The objectives for the two days event were to:

1. Re-enforce the legacy of Gertude Swaby
2. Understand/manage the Re-emerging communicable disease
3. Recognize/Treat patients with Venous Thrombo-Embolism
4. Utilise good financial management
5. Understand the principles of Climate Change and Nursing
6. Identify and utilize the principles of Report Writing
7. Recognize the impact of artificial intelligence on Nursing and health Care delivery
8. Review Cold Chain Management
9. Discuss psychological factors that may affect the pregnant woman and a positive care outcome.
10. Participate and explore challenges that may impact ethical decisions in nursing practice

### Activity Summary

The Nurses Association of Jamaica 68th Annual Summer School and 29th Gertrude Swaby Lecture was held on July 15 & 16, 2025, at The Summit, 16 Chelsea Avenue, Kingston 5. It was two interesting and successful days of activities. Participants and guests were warmly welcomed on both days, which began with the invocation of the Lord's presence at the day's events. Greetings were delivered by Mrs. Jillian Mason Quarrie, Deputy Chief Nursing Officer in the Ministry of Health & Wellness, Mrs. Dawn Marie Richards, President, Nurses Association of Jamaica and Mrs. Danielle Cunningham,

Beverage Marketing Manager. LASCO Distributors.

Day One (1), July 15, 2025, proceedings were ably moderated by Ms. Novlette Arthurs and were officially opened with the Overview of the theme by Mrs. Nancy Davis-Williams. The Gertrude Swaby Memorial Lecture was delivered by Mr. Fidelis Lawal, Clinical Nurse Educator, UHWI In-Service Co-Ordinator. The other presentations included: Re-emerging Communicable Diseases by Mrs. Ann-Margaret Troupe Bonner; Management of Venous Thrombo-Embolicism by Dr. Claudia Allen Burton; Guardian Life Limited by Mr. Oniel Clarke; Financial Management/Money Management - Your Money and You by Mr. Denio Wynter, JN Representative; and Climate Change and Nursing by Dr. H. Wendy Gardener.

Day 2, July 16, 2025, was led by Mrs. Jean Palmer Grant. The topics and presenters were as follows: Incident Report by Mrs. Judy-Ann Alexander; Artificial Intelligence in Nursing by Mrs. Kimarie Serinash; Psychological Effects on the pregnant Woman by Mrs. Shorna McGhie; and a robust panel discussion moderated by Ms. Shantal Remekie that focused on “Ethical Decisions in Nursing Practice”. The Panelists included: Mrs. Claudett James, Chairman of the Nursing Council of Jamaica; Mr. Kevin Allen, Regional Mental Health Officer Southern Regional Health Authority; Dr. Bradley Edwards, SMO, May Pen Hospital; Mrs. Linette Vassell Robinson, Mental Health Officer & Lawyer, SERHA; and Ms. Sashika Walford, Charge Nurse & Lawyer, UHWI. The presentation on Cold Chain Management did not materialized as the presenter forfeited.

### Evaluation

NAJ Summer School for the year 2025 had a total of One Hundred and Forty-three (143) persons attending on Day 1 and One Hundred and Forty-seven (147) persons for Day 2, respectively. The evaluation form consist of Yes or No answers; use of a Likert Scale rating, scale of 1- 5, with 1 being the lowest and 5 being the highest; and open-ended questions.

All participants were given an evaluation form to complete, and a total of one hundred and twenty-eight (128) forms were collected after the event.

	Number	Percentage
Day 1 Only	20	15.6 %
Day 2 Only	15	11.7 %
Both Days	100	78.1 %

The breakdown is shown below:

#### Table showing breakdown of evaluations collected

Of the one hundred and twenty-eight (128) evaluations

returned, one hundred and twenty-four (124) were members, two (2) were non-members, and there was no response on two of the forms.

The registrants for Summer School were from a wide cross-section of the Island, with almost all nursing disciplines/specialities represented. The top three specialities represented were:

- Registered Nurse with thirty-one (31) at 24.2 %
- Registered Nurse Midwife with thirty-one (31) at 24.2 %
- Nursing Administration with twenty-seven at 21.1%

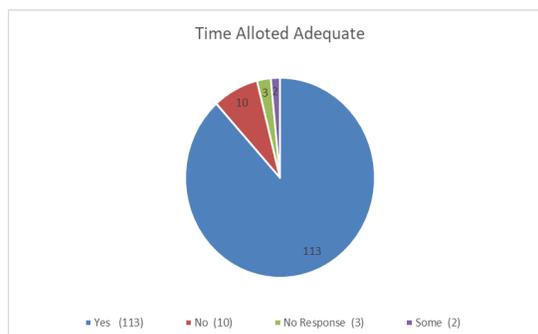
The attendees were asked to rate the topics for the two days, using the scale of 1, valuing the lowest and 5, valuing the highest. Most of the ratings fall between 3 and 5, citing mostly that presentations were informative, relevant, timely, engaging and well organized, except for one (1) person who stated they didn't learn anything. The rating can be seen in the table below. A few of the ratings are between 1 and 2. The ratings that fall between 1 and 2, only one (1) or two (2) persons rated it as that, except for Financial Management, 6 persons and Artifi-

Topics	Ratings				
	1	2	3	4	5
Theme Overview	2	2	23	47	31
Gertrude Swaby Memorial Lecture	2	3	17	45	47
Re-emerging Communicable Disease	2	1	4	24	83
Management of Venous Thrombo-embolism	2	1	7	32	63
Guardian Life	2	2	14	46	72
Financial Management	3	6	25	57	21
Climate Change and Nursing	2	0	11	50	42
Incident Report	1	1	1	17	82
Artificial intelligence	1	11	24	42	26
Psychological Effects on Pregnant Women	1	1	3	25	65
Panel Discussion	1	0	2	13	80

cial Intelligence, 11 persons.

**Table showing ratings for each topic**

The chart below represents the responses related to time allotment for the event. Even though many of the comments pointed to the fact that time management needed improvement, most persons still responded positively to the question of whether the time allotted was adequate. One hundred and thirteen (113) persons responded 'yes', ten (10) responded 'no', three (3) did not respond, and two (2) persons added and ticked the response 'some'.



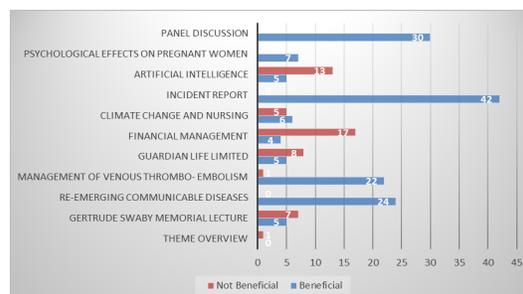
**Diagram showing adequacy of time allotment**

The participants were asked if the topics were beneficial, and one hundred and twenty-one (121) responded 'Yes' (94%); one person responded 'No' (1%), and six (6) persons gave no response.

The evaluation question related to which topics were most and least beneficial to them; some participants gave multiple answers, while some didn't respond. Some also added 'All' for most beneficial and 'None' for least beneficial. The following topics were rated as most beneficial: Incident Report, with the highest of 42 responses; followed by the panel discussion, with 30 responses; then Re-emerging Communicable Diseases, with 24 responses; and Management of Venous Thrombo-Embolicism, with 22 responses. Eighteen (18) persons stated 'all' were beneficial, and a small number of persons mentioned other topics, such as Gertrude Swaby Memorial Lecture with 5; Climate change and nursing 6; Financial Management with 4; Guardian Life Limited with 5; Artificial Intelligence with 5 and Psychological Effect on the Pregnant woman 7.

The topics that were named as least beneficial include: Financial management with 17 responses; Artificial Intelligence received 13 responses; Guardian Life Limited received 8 responses; Gertrude Swaby Memorial Lecture with 7 responses; Climate Change received 5 responses; Management of Venous Thrombo-Embolicism and theme overview received 1 response each. However, thirty-six (36) persons thought none was least beneficial.

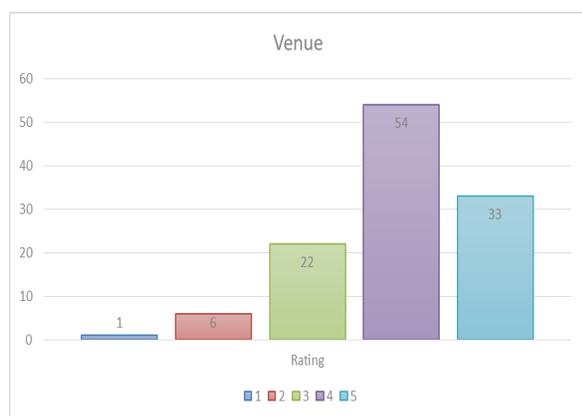
**Illustration of topics that were identified as most and least beneficial in the chart below.**



Participants were asked to rate the venue, and most of the ratings were between 3-5 on the Likert scale. A few named issues with the seating arrangement, and thought it should be table setting, and the aesthetics of the environment.

The following table shows the results for the venue, where the majority rated it as 4 or 5.

**Bar chart showing venue responses**



**Recommendations for future topics to be considered:**

- Constitution Reform – Impact or Implications on Nursing
- Non-communicable Diseases – How can we assist in decreasing same
- Medical Ward Round – Present happening versus how it should be done
- Injury on the job – Compensation
- Caring for the Nurse’s Mental Status after a dilemma
- Social Graces and Nurses
- Benefit of Renal Dialysis – Outcome
- Head Injury
- Post Partum DIC
- Pre-Eclampsia
- Repeat Artificial Intelligence presentation
- Cord Presentation and Prolapse
- Case Scenario Presentations

Some general comments and recommendations identified from the evaluation forms included

- Well organized and executed event
- Too expensive – Reduce cost
- Poor time management
- Informative and relevant
- Better visualization of the projector screen
- Encourage student nurses to attend
- Better advertising/marketing of the event
- Venue: Some stated it was comfortable, while others expressed the need to change
- Have courteous people at the registration desk

- Better meal choices (Increase fruits and reduce starch, and include Vegan dishes)
- Meals should be delivered to participants, not joining the line, especially the retirees
- Add meal choice to registration form and provide an area to eat meals with tables
- More nursing topics
- Conduct Summer School in another Region
- Use Google Form for registration
- Certificates: to be emailed, and non-nursing hours separated from nursing hours

**Summary**

Nelson Mandela postulated that “Education is the most powerful weapon which you can use to change the world”. The International Council of Nurses theme 2025 focuses on the critical role a healthy nursing workforce plays in strengthening economies, improving health systems and ensuring better outcomes for communities worldwide.

The committee values the welfare of its members and is grateful for their continued support. As we reflect on the activities leading up to the event, we realized that teamwork and dedication make work easier and more productive. The accomplishment of this year’s Summer School was all because of the committee members’ continued support and commitment. I wish to wholeheartedly thank you everyone, along with the Executive body, general nursing staff membership and population; staff at the Secretariat and the various sponsors, for their contribution in making this year’s event a success. The contributions you have made are invaluable and greatly appreciated.

We must be mindful that success is usually imminent with hard work, commitment and dedication. **“We remain united in service.”**

*Prepared:*

**Nancy Davis-Williams**

Summer School Committee Chairman

## **Fundraising**

### **Members**

Dawn-Marie Richards (*President*)  
Dawn Kidd-Findley (*Chairperson*)  
Laverna Campbell (*General Secretary*)  
Camille Williams  
Beretta Thomas  
Marian McFarlane  
Nicola Powell

### **Objectives**

Our goals can only be reached through a vehicle of plans, in which we must fervently believe and upon which we must vigorously act (Pablo Picasso).

It was an awesome privilege to have served as Chairperson for the Fundraising Committee of the Nurses Association of Jamaica for the Executive Year 2024-2025. The year started with chaos but with God all things were possible. The Committee had adhoc meetings to ensure clarity was shared satisfactorily.

### **Goals**

- Sip and Paint (February 25)
- Annual Fish Fry (April 25)
- Tea Party (June 25)
- St Mary 'A' Brunch (September 27)
- Plays, Grab bags, Raffles, Cake Sales.

Due to competing priorities, the Committee collectively in collaboration with the St. Mary 'A' (Port Maria Hospital) will host for the first time a Brunch on September 27, 2025. The theme for the brunch is “**Never Enough**”

It was my pleasure to have served the Nurses Association of Jamaica in the capacity of Chairperson of Fundraising Committee though faced with challenges, I never gave up. As we approach the new Executive Year, let us take every opportunity to face the light of God. “As we remain, United in Service.”

*Prepared:*

**Dawn Kidd-Findley**  
Chairman



**REGIONAL  
GROUPS  
REPORTS**

# CLARENDON “A” PERCY JUNOR HOSPITAL

## Introduction

The year 2024 -2025 was a challenging one for the Clarendon “A”Group. Despite the challenges, the determination of the faithful members has allowed us to remain afloat. The few faithful stalwarts continue to lead the group and make representation in the activities of the Nurses Association of Jamaica (NAJ). Though not attending meetings, the nurses continue to provide quality patient centred care.

## Membership

Throughout the conference year we gained two new members and lost one (1) member to resignation. We now have a membership of one hundred and five (105).

## Meetings

The group remained visible throughout the conference year through the efforts of the few members with the passion to remain united in service. Meetings, although scheduled for every three months, face to face, were affected by poor attendance. However, we continue to engage our members via social media, utilizing a whatsapp group. This medium was used to disseminate information in a timely manner and also to provide a platform for queries and clarifications. Members also participated in the scheduled meetings of the Nurses Association of Jamaica.

## Special Activities

Members participated in the various activities of the Association. These included:

- NAJ, “Make A Child Smile, Christmas Treat”
- Easter Bunny Treat
- International Nurses Day celebration and Media Launch.
- NAJ/LASCO Chin Foundation Nurse of the Year Competition

On International Nurses Day, all nurses - Registered Nurses, Registered Midwives and Enrolled Assistant Nurses were given tokens courtesy of the Nursing Administration Department of the Percy Junor Hospital and all NAJ members received a token from the NAJ.

## Workshops/Seminars

The Inservice Education Unit continues to provide a structured orientation programme for our new nursing staff. Nurses attended workshops and seminars in and outside of the hospital. Ongoing reinforcement training in Customer Service and complaint management continues.

On the last Wednesday of each month, we continue to have our clinical meetings, hosted by the Senior Medical Officer in collaboration with the Nursing Department.

## Outreach Programmes and Fundraising Activities

The group accepted invitations from schools, churches and service clubs to give career talks, conduct devotions and participate in Health fairs and sports day activities. We continue to do our fundraising ventures to provide tokens for our members as necessary. We also contributed to welfare activities supported by the Percy Junor Hospital and the community.

## Appointments/Promotions

A number of nurses were appointed Levels 1, 2, and 3 and some were promoted to Acting positions.

## Special Mention and Congratulations

Congratulations were extended to all nurses who have successfully completed Post Basic Courses and best wishes to those who are still studying. Congratulations were also extended to those who had babies and achieved personal goals – acquired lands, houses, cars and other items.

## Get Well

To all our members and colleagues who have experienced burnout and or physical illnesses during the year, we extended get well wishes. When a family member suffers hurt, we all share the pain.

## Condolences

We extended deep and heartfelt sympathies and condolences to members who suffered the loss of loved ones. They were supported as we attended funeral services, gave words of encouragement or an outstretched arm with hugs. We continue to pray their strength.

## Conclusion

The success of the group is not measured by participation of the members nor the number of meetings convened. The welfare of our members was paramount as we ensure that they were supported and remained motivated throughout the year. Thanks to the management team and the entire staff compliment of the Percy Junor Hospital for the support given throughout the year. We demonstrated the true meaning of our “TEAM”, Together Everyone Achieves More. We are committed to provide quality patient centred care as we demonstrate the “CARE” philosophy of the Ministry of Health and



## REGIONAL GROUPS

- Some of our members participated in the NAJ regional tours, which were deemed fun-filled and successful events. We also participated in the public education campaign, which was conducted during the conference year.
- A few members participated in the Nurses Association of Jamaica, International Nurses' Day Media Blitz and Press Launch of Nurses' Week on International Nurses Day, May 12, 2025, at the Jamaica Pegasus Hotel, in Kingston. All members of the Clarendon "C" group received tokens from the Association, which was well appreciated.
- Members participated in activities of Healthcare Workers months, such as Church Service, the Regional Sports Day, held July 31, 2024, and May Pen Hospital's "Morning of Prayer, Worship and Praise" session on January 29, 2025.

### Special Mention

- Mrs. Lillian Young, Infection Prevention and Control (IPC) Nurse, attended an international workshop on IPC Practices, during the period June 16 to June 20, 2025, in Port of Spain, Trinidad, sponsored by the Ministry of Health & Wellness.
- Mrs. Nancy Davis-Williams organized May Pen Hospital's "Morning of Prayer, Worship and Praise" Session on January 29, 2025.
- We recognized and applauded the persons who have pursued Post-basic courses and those who have successfully completed the courses. We wish them all the best as they aim to reach higher heights in the Nursing Profession.

### Promotions

This conference year, the group saw a few members being appointed and promoted to Levels 1, 2 & 3 respectively.

### Congratulations

The Clarendon 'C' Group wishes to use this opportunity to:

- Express congratulations to its members on their accomplishments over the conference year, such as the celebration of birthdays, child births, marriages, divorces, and those who successfully completed Post-basic programs.
- Commended and acknowledged our members and their families, whose children sat the Grade Four (4) and Grade Six (6) Primary Exit Profile (PEP); those

who were successful in Caribbean Secondary Examination Council (CSEC) and CAPE Examinations, along with those who completed post-basic courses in their respective fields of interest.

- Expression of gratitude from our members to the Association for the Tertiary Grant for nurses' children from the Ministry of Health & Wellness, which they benefited from.

### Get Well & Condolences

Our prayers, empathy and successful speedy recovery continue to resonate over our members and their families, who were ill/sick and recovering from minor/major surgery over the year. Sincere and deepest condolences are also extended to the bereaved members amongst us who have lost loved ones throughout the year. We pray that you find the strength and courage to cope and be comforted by the memories you shared. May the Lord comfort your hearts throughout these difficult times and continue to bless and protect our members.

### Conclusion

**"Challenges are what make life interesting and overcoming them is what makes life meaningful." - Unknown**

As we reflect on this conference year, it is evident that the upcoming years will just be one of surprises and challenges. For the group to succeed, we must reflect, acknowledged, commended and evaluated the critical issues that will move the group in a positive direction. The Clarendon "C" group of the Nurses' Association of Jamaica, values past experiences and have learnt that hard work and dedication will be effective when it is coupled with teamwork, committed and dedicated members who value progress. The quality and quantity of care we offer to our clients will not be compromised but will continue to improve care outcomes. We continue to be optimistic and appreciative of the achievements and support given by the Association and the facility throughout the year.

Thanks to all our members for remaining dedicated and positive and giving their continued support; it was greatly appreciated. The group wishes all the best for the next conference year, as we remain "United in Service."

**Chairperson**  
**Council Members**

**Key Member**

#### Outgoing Officer

Melanie Graham  
Nancy Davis-Williams  
Yonique Williams-Richards  
Nancy Davis-Williams

#### Incoming Officer

Melanie Graham  
Nancy Davis-Williams  
Yonique Williams-Richards  
Nancy Davis-Williams

*Prepared by:*  
**Yonique Williams-Richards & Nancy Davis-Williams**  
Council Members

# HANOVER

## Noel Holmes Hospital (NHH) & Hanover Health Department (HHD)

### Introduction

Our local group at Noel Holmes Hospital (NHH) had the grand opportunity to reflect on the various challenges and inconsistencies which contributed to the grossly inactive past conference year, 2023-2024. Therefore, the conference year 2024- 2025 started with a bang which exploded and engulfed the group members with a renewal which was seconded to no other synergism.

### Meetings

I deemed it a great honour to be returned as one of two Council Member for the Hanover Group (Noel Holmes Hospital), the other Council Member and Chairperson for the group being Miss Robina Parkin. Under the able leadership of Miss Robina Parkin and the rest of the team, we had our monthly meetings every 2nd Thursday of the month. In that setting, we communicated the various goals and activities proposed for the conference year, that was on going.

### Special Activities

Western Regional Health Authority (WHRA) sponsored a delegation of 4 members to attend NAJ 78th Executive and 54th Conference Year Island Conference and Annual General Meeting (AGM) held in October 2024, at The Moon Palace Hotel, in Ocho Rios , St. Ann.

Miss. Robina Parkin and Mrs. Cynthia Stewart-Thompson attended and participated in the Mental Health Day event held in Trelawny on March 27, 2025  
On May 12, 2025, 5 members from the NHH NAJ group attended the International Nurses Day (IND) function held at the Pegasus Hotel, in Kingston Jamaica.

Some members of the NHH NAJ group participated in the march to Prevent Violence Against women which was organized on May 19, 2025 by the Enrolled Assistant Nurse (EAN) and supported by NAJ in solidarity with the EAN who fell victim to an unfortunate Brutal Road Rage incident, while en-route to work at the University Hospital of the West Indies, in Kingston, Jamaica, W.I.

### Outreach

On Valentine’s Day the team lead by Miss S. Rowe and W. Edwards in collaboration with NHH and Cornwall Regional Hospital Laboratories personnel conducted a Blood Drive Out Reach and collected 24 Units of blood. During Nurses Week, two outreach are scheduled and confirmed, one is to visit the Lucea Infirmary on July 15, 2025 and the other is to conduct a Hotel Medical Initiative Health Fair, on July 15, 2025.

### Special Mention

Noel Holmes Hospital was certified Baby Friendly Hospital Initiative Certification on March 30, 2025, by the Ministry of Health and Wellness, Jamaica.

### Promotions

During the conference year, the following persons were assigned various ranks.

- HPC/RN2 Miss Romey-Ann Hibbert, Acting Ward Manager and Acting In-service Education Officer
- HPC/RN2 Miss Tracey-Ann Spence, Acting Ward Manager
- HPC/RN2 Miss Theresa Gordon, Acting Ward Manager
- HPC/RN2 Miss Cynthia Stewart Thompson, Acting Ward Manager

### Appointments

Miss Rochelle Stephens Appointed to Ward Manager  
Miss Sharie-Ann McKenzie appointed HPC/RN1

### Congratulations

- HPC/RN2 M. Kerr Campbell on completion of the Nursing Administration Programme
- HPC/RN2 Gordon for completion of the Post Basic Midwifery Programme

### Membership

Throughout the conference year general membership continued to fluctuate due to retirement or migration.

- Noel Holmes Hospital
- Membership: 17 Nurses
  - Separation by: Resignation 1

### Transfer

1 to Primary Care

### Hanover Health Department

Membership: 14 Nurses  
Separation by: Resignation 1

### Conclusion

Nothing worth having comes easy (Johnson, 2019). Therefore, the conference year was not without its challenges, due to other competing factors and many other obligations of the committee members. Notwithstanding, we were able to achieve our objectives. I am honoured to serve the Nurses Association of Jamaica in the capacity of Council Member and graciously thanked the members of the committee who made themselves available to serve, and together we remain UNITED IN SERVICE.

**Chairperson**  
**Treasurer**  
**Secretary**  
**Council Members**  
**Key Council Member**

Robina Parkin  
 Rochelle Stephens  
 Theresa Gordon  
 Robina Parkin & Romey-Ann Hibbert  
 Romey-Ann Hibbert

## **Kingston “A”** **(Kingston Public Hospital)**

### **Introduction**

**“I can’t change the direction of the wind, but I can adjust my sails to always reach my destination.” Jimmy Dean**

The conference year 2024-2025 started with commitment and excitement from our members. However existing challenges and demotivation prevailed along with lack of participation from some. Despite this, the committed few maintained the group and took part in the activities of the Nurses Association of Jamaica (NAJ). The nurses remained focus and committed to providing quality nursing care to our clients.

### **Membership**

Membership now stands at One Hundred and Forty-four (144). Forty-four (44) members withdrew their membership for various reasons. However, forty (40) new nurses joined the institution and have signed on to be members. We continue to encourage older members to rejoin. Special mention must be made of our Enrolled Assistant Nurses who are members. They have remained faithful to the group and have participated in NAJ activities.

### **Meetings**

Scheduled meetings were not held due to unavailability of members. However, members were kept up to date via our active WhatsApp group. Updates from the Association was also disseminated via this medium. Members also attended the scheduled NAJ meetings.

### **Special Activities**

Members participated in the various activities of the Association including Church Service, Easter Bunny

Treat, Membership Tours, Nurses Week activities and International Nurses Day event. Members also took part in outreach programmes (Health Fairs).

### **Appointments**

During the conference year members were appointed at the Levels one and two positions.

### **Congratulations**

Congratulations were extended to all members who gave birth or will give birth, got married, got appointed, completed post basic studies, achieved personal goal and to our members children who were successful in their exams.

### **Get Well**

Get well wishes were extended to members who were unwell mentally or physically or did surgeries during the reported period.

### **Condolences**

To members who lost loved ones as we continue to keep them in our prayers.

### **Conclusion**

In closing we thanked members for their continued support despite varying challenges, and their commitment to providing optimum care to our clients even in tough times. We encourage members to remain professional, be motivated in hard times and always strive for excellence.

**“The future belongs to those who believe in the beauty of their dreams.” Eleanor Roosevelt**

**Chairman**  
**Secretary**  
**Treasurer**  
**Council Member**  
**Key Member**

**Outgoing**  
 Antonia Richards Stewart  
 Sapphire Steele  
 Ann Marie McCalla  
 Camille Williams  
 Antonia Richards Stewart  
 Camille Williams

**Incoming**  
 Denese James  
  
 Camille Williams  
 Denese James

Submitted by **Camille Williams**

## **Kingston “B” (Bellevue Hospital)**

**“We do this. We are educators. We are born to make a difference.” – Rita Pierson**

The Kingston “B” Group remains United in Service, ensuring strong representation for Registered General Nurses at Bellevue Hospital through mentorship provided by the Nurses Association of Jamaica (NAJ). We strive to uplift the morale of our nurses through advocacy, collaboration, and leadership programmes, guided by stalwarts in the nursing profession.

The NAJ fosters strong relationships among Registered General Nurses both locally and internationally through various nursing organisations. Our objective is to maintain a supportive framework that prioritises nurses’ welfare and highlights their contribution to global health and wellness. We are committed to building an association that works for the people—through nurses’ initiatives, dedication, and strong work ethics.

In keeping with our theme, “Our Nurses. Our Future. Strengthening Economic.”, we embrace the conference year with renewed vision and enthusiasm as we prepare for the Island Conference and Annual General Meeting (AGM) to be held October 9–12, 2025, at Moon Palace Hotel, Ocho Rios, St. Ann.

The past year has been productive, with NAJ activities focused on membership development and community wellness. While we continue to face challenges such as migration, attendance issues, and occasional misconduct, we remain resolute in upholding the standards of the nursing profession. As Florence Nightingale once said: “Never lose an opportunity to urging a practical beginning, however small, for it is wonderful how often in such matters the mustard-seed germinates and roots itself.”

### **Projections for 2025–2026**

- Recruit new Registered General Nurses.
- Maintain strong membership within the Association.
- Strengthen the therapeutic relationship between members and the Association.
- Increase member participation in outreach programmes.
- Advocate for appointments and promotions for Registered General Nurses.
- Organize local fundraising activities.
- Host Association meetings at our institution.
- Encourage members to pursue additional training (part-time or full-time).
- Motivate active members to serve on Association committees.

- Promote the use of scholarships and grants offered by the Association.
- Increase representation at AGMs, conferences, and other key meetings.

### **Membership Data:**

Total Members: 98  
New Members: 21  
Resignations: 3  
Deaths: 1  
Retirements: 1

### **Meetings**

Our meetings, scheduled for the third Wednesday of each month, were often affected by the lack of a quorum. The online medium proved to be the most effective means of communication. Our Council Members remained committed to members’ welfare, implementing strategies to support the professional and personal growth of Registered General Nurses and other health workers at Kingston “B”.

We extend heartfelt gratitude to the managers at all levels for supporting Kingston “B” Group (Bellevue Hospital) in managing activities and attending conferences. Nursing Administration also recognized nurses’ contributions to optimal patient care with tokens of appreciation presented on International Nurses Day (May 12, 2024), in partnership with NAJ and Bellevue Hospital Administration.

### **Scholarships and Grants**

Several members benefited from NAJ scholarships and grants this year, and we encourage others to take advantage of these opportunities.

### **Housing**

Members were updated on available housing developments and encouraged to apply.

### **Special Group Activities**

On International Nurses Day, members were treated to tea and tokens in recognition of their service. Kingston “B” actively participated in NAJ events, including church services, membership road tours, webinars, the Nurse and Nursing Student of the Year competition, and community outreach such as Easter Bunny, Christmas Treats and Make a Child Smile Treats.

Key Council Member Miss Beretta Thomas served as Assistant Treasurer for NAJ in the 2024–2025 conference year. Miss Keron Gibson, In-Service Education Officer, spearheaded orientation, training, and educational

## REGIONAL GROUPS

programmes for Registered Nurses and other staff categories, while the Standards Committee maintained focus on recruitment, training, and succession planning.

### Appointments and Promotions

12 persons are underfilling position. They are as follows;  
6 Level 1  
4 Level 2  
2 Level 3  
Beretta Thomas Level 4 (Acting)  
Mrs. Charmaine Higgins-Brown Level 7 (Acting)

### Congratulations

We commend all nurses who have successfully completed Post-Basic courses in Midwifery, Psychiatric Nursing, and Nursing Administration, as well as those who have undertaken other studies. Special recognition goes to members contributing to disaster management efforts. We also celebrate Miss Shanna-Kay Peart, Miss Kimone Green, and Miss Hasia Dawkins on the births of their healthy babies.

Congratulations to Mr. Devon Williams, who was re-employed on a contract for three months which commenced on February 2, 2025, for the post of Director of Nursing Services to facilitate transparent succession planning.

### Get Well Wishes

We extend our thoughts, prayers, and well-wishes to colleagues and their families experiencing illness.

### Condolences

We offer heartfelt condolences to all members and families who have lost loved ones. Special sympathy was extended to the family of  
- Ms. Mellisa Smith, our beloved Departmental Nurse Manager, who passed away in active service. Her sudden departure has left our heart broken.

<b>Chairperson:</b>	<b>Outgoing:</b>	<b>Incoming</b>
<b>Assist. Chairperson:</b>	Miss Beretta Thomas	Miss Beretta Thomas
<b>Secretary:</b>	Mrs. Rania King-Burke	Mrs. Rania King-Burke
<b>Assistant Secretary:</b>	Miss Shemone Murray-McFarlane	Miss Shemone Murray-McFarlane
<b>Treasurer:</b>	Mrs. Sonia Steele-Pryce	Mrs. Sonia Steele-Pryce
<b>Assistant Treasurer:</b>	Mrs. Rania King-Burke	Mrs. Rania King-Burke
<b>Council Member</b>	Mr. Zane Black-Gordon	Mr. Zane Black-Gordon
<b>Key Council Member:</b>	Miss Beretta Thomas	Rania King
		Miss Beretta Thomas

*Prepared by: Miss Beretta Thomas*

## **Manchester** **(Mandeville Regional Hospital)**

### Introduction

At the end of every shift we leave a part of who we are, our weary hearts. Yet we come again at break of day, because we choose the healing way. The laughter, the sadness, the pain, they mark us, but little do we complain. For in the midst we find our role; a nurse with purpose, heart and soul.

Depicting the emphasis of the ever-evolving nature of the nursing profession symbolizes constant growth, learning and adoption to new knowledge, technology and patient needs. Undoubtedly, new opportunities, daily tasks and unforeseen challenges embody strength and resilience while encouraging us to be vigilant and to

maintain quality care. As we remain united in service, we aim to work collaboratively on a daily basis to maintain the highest level of patient care.

### Membership

The Manchester group has a membership that currently stands at 144. This number depicts 24 less than the period 2023-2024. A few members have withdrawn their membership on the basis of what they perceive as "too high of the membership dues". While others have relocated both locally and internationally. Regardless of this unfortunate loss, we were able to recruit a few new members and we warmly embrace their decision to

become part of the NAJ family. We maintain a welcome presentation to our newly orientated nurses where we introduce the Association and its benefits.

### Meetings

Our monthly meetings are held on the third Wednesdays of each month. Though our mission is to remain steadfast, our group meetings continue to face challenges as our attendance remains fair, especially, when done face to face. We have intermittently incorporated social media platforms including zoom and whatsapp in order to amplify communication and participation. During our meetings new members are acknowledged, Upcoming events are announced and all concerns and queries are addressed. We work collaboratively to amplify means of resolution in these matters.

### Employment

As we continue to battle the reality of the need for more nurses islandwide, the Manchester group has welcomed twenty four (24) Registered nurses to our family. This is inclusive of 9 Cuban nurses. We remain optimistic in getting the well needed amount of nurses to be better able to enhance patient care on a daily basis.

### Appointment

We extend congratulations to all our nurses who have been appointed. Twenty two (22) Registered nurses Level 1, Five (5) Specialist nurses and two (2) Nurse Managers have been appointed throughout this period.

### Resignation

As of June 2024, eleven (11) nurses have resigned. This number includes seven (7) Registered nurses, one (1) Infection Prevention Nurse, two (2) Specialist nurses and a Nurse Anaesthetist. We wish these members all the best in their future endeavours and new beginnings.

### Transfer Out

As some of our colleagues continue to embrace new beginnings, we congratulate them wholeheartedly on their new ventures. We have two Specialist nurses and one Level 1 Registered nurse who have transferred out of the Manchester Group, Mandeville Regional Hospital.

### Training

We embrace nursing as a progressive art in moving forward, and evolving, hence we extend congratulations to our nurses who have completed training and those who are currently in training. Seven (7) of our nurses have completed Post basic courses while nine (9) are still in training.

### Retirement

The Manchester Group had no retirement for this conference year.

### Special Activities

Activities - 2024 ended with a bang for the Mandeville Regional Hospital (Manchester Group) as we hosted an end of year appreciation day for all our nurses. We shared a day of karaoke, food, fun, games, music, prizes and surprises. Prizes were given for the Ward/unit with the best Christmas decor, while second and third place prizes were given for well recognized effort.

International Nurses Day celebration was held on May 12th, 2025 at the Pegasus Hotel in Kingston and was depicted by the theme 'Our nurses, our future; Caring for our nurses strengthens economies'. The turnout and the participation from nurses across the island was heartwarming.

Our Wellness day activities were executed across all the regions. Through continued support for our dedicated, hard working nurses, the Manchester Group enjoyed a fun filled day facilitated at Streamz Palmz at Clarendon Park, Toll Gate, Clarendon, on May 21st, 2025. Nurses reported a breathtaking ambiance filled with fun and games, done to encourage healthy habits, improve work-life balance, reduce stress, support their mental health, and boost long term productivity. Tokens were given to members in light of their efforts and participation. We anticipate participation in the other upcoming wellness day events slated for the rest of the year.

Our annual Nurse of the Year competition 2024 was a very captivating win for the Southern Region. We extend heartiest congratulations to all our winners especially our 1st, 2nd and 3rd place winners. The Manchester group remains elated and would like to again extend heartiest congratulations to our 1st and 2nd Runners up who both emerged from the Mandeville Regional Hospital (Manchester Group). Miss. Rochelle Mendez is our 1st Runner up and Miss. Davia Dwyer is our 2nd Runner up. Congratulations to both.

**Workshops, presentations and seminars** are done on a regular basis in light of keeping our nurses abreast with everyday prevention, diagnoses, treatment modalities and infection control topics. Other topics are also presented that highlight and emphasise ways to maintain our nursing code of ethics. Non-nursing activities provide continuing education hours for re-licensing.

### Outreach Programs

The annual Easter Bunny Treat was hosted by our NAJ/LASCO 2024 Runners up, Miss Davia Dwyer and Miss Rochelle Mendez as part of their placement initiative. The event was held at the New Green Primary School in Mandeville, Manchester on April 16th, 2025. The support was immensely garnered from the larger NAJ groups and the children had an amazing time.

**Fundraising events** are executed through cake and soup sales to aid financially in our event planning.

REGIONAL GROUPS

**Congratulations, Condolences and Get well wishes**

We again express heartfelt congratulations to both Miss Rochelle Mendez and Miss Davia Dwyer on their first and second placement in the 2024-2025 NOY competition respectively. Congratulations were extended to all our colleagues who have embraced marriage and or became parents, as well as those who were successful in other areas of their lives or career. Condolences to all those who have lost loved ones and we express well wishes to any member and their families who may have experienced illnesses of any kind. We continue to give our support and keep them in our prayers.

We maintain hard work, dedication and collaboration, utilizing them as key pillars for personal and professional growth to help us overcome challenges and to remain focused in order to achieve meaningful results. We look forward to new chapters of fulfilment and we continue to promote health, prevent illness and to alleviate suffering. We thank our hard working members for their effort despite our many challenges and we pledge to continue with any objectives left undone or incomplete with vigor and purpose as we stand together in unity and prayer.

**Conclusion**

As a dedicated group, we remain committed as we take each day in stride to become the best version of ourselves.

	<b>Outgoing:</b>	<b>Incoming</b>
<b>Chairperson:</b>	Mrs. Karen Wright-Foster	Mrs. Karen Wright-Foster
<b>Secretary:</b>	Mrs. Ophelia Smith-Dunkley	Mrs. Ophelia Smith-Dunkley
<b>Assistant Secretary:</b>	Zannette Powell	Zannette Powell
<b>Treasurer:</b>	Judith Mendez	Judith Mendez
<b>Council Members</b>	Jodeen Gayle-Gregory Davia Dwyer	Jodeen Gayle-Gregory Machel Edwards-Lewis
<b>Key Member:</b>	Jodeen Gayle- Gregory	Machel Edwards-Lewis

*Prepared by: Machel Edwards-Lewis*

**St. Ann Regional Group**  
**(St. Ann’s Bay Regional Hospital)**

**Introduction**

Elanor Roosevelt postulates and I quote, ‘you gain strength, courage and confidence by every experience in which you really stop to look fear in the face. You must do the thing you cannot do” and Magaret lead supports this in her quote ‘Never doubt that a small group of thoughtful concerned citizens can change the world. Indeed, it is the only thing that ever has.’

The St Ann Regional Group, though a small group is comprised of the St Anns Bay Regional Hospital and the Health Department and presently has a total of 127 members.

There have been several developmental activities since our last report.

During this conference year 2024-2025 a number of structural changes has occurred to include several new buildings which include Human Resource Office, Maintenance area renovation and relocation of the Nursing Administration office, Social Work Department and Mental Health Offices and the staff of these areas were relocated. The Red Cross Staff Cafeteria was demolished for the space to be utilized for other upcoming projects and the Kaiser Ward is still under renovation. Despite ongoing health care demands, the nursing team demonstrated resilience, dedication and commitment to continuous improvement in client care delivery and professional development. This was achieved through pre and post conferences, planned monthly educational sessions for each ward, ongoing orientation of new staff, workshops, capacity building as well as Human Resource (HR) department led initiatives.

## **St. Ann's Bay** **(St. Ann's Bay Regional Hospital)**

### **Membership**

Recruitment of members has been an ongoing process as we try to encourage old and new staff to become a part of their professional organization.

Membership numbers however continue to fluctuate rather than have a steady increase due to resignations, migration and discontinuation of salary deductions due to requested no pay leaves and personal requests from those wishing to discontinue membership. We have gained new members through dissemination of information, workshops, employment and participation in national activities of the Nurses Association of Jamaica.

### **Meetings**

Meetings were scheduled for second Wednesdays monthly but were also held on other days due to unavailability of venue space. Information was also disseminated, when urgent, via what's app calls or messages, small groups and during a monthly meeting. Zoom Meetings are capitalized on as well as face to face to conduct weekly local executive meetings and planning of fundraising.

### **Activities**

We collaborated with other hospitals and institutions and participated in the National Health Expo Held by the Ministry of Health and Wellness in January 2025. A nursing booth was established displaying the different fields and types of nursing and several interviews were conducted to promote Nursing and Midwifery from conception to demise.

International Nurses' Day was celebrated internally from a Nursing Administrative level and by the Nurses Association of Jamaica through a Launch of Nurses Week activities held at Pegasus Hotel in Kingston. It was a much-anticipated event and was supported by a large group of members from the Regional Group.

Fund raising activities were done to offset cost for local activities and AGM/ Island Conference 2025. These included but were not limited to sales of different types of soup, porridge, fritters, hotdogs, smoothies and other cold beverages, cakes, sandwiches, Christmas head wear and grab bags.

Nurse's Week 2024 began with some persons attending the National Church Service while a larger populace was blessed at Runaway Bay New Testament Church of God.

The week's activities included but were not limited to an educational day, karaoke night, and a river trip. This upcoming Nurses Week of July 13-19, 2025 promises to be another exciting one and several activities were requested and are being planned. Some are in alignment with the national activities of the Association.

Some persons participated in the Wellness Day tours hosted by the Association, but the support was subpar, and others participated in webinars, raffle, benefit play and other activities held at different locations. We hope to have more persons attending external activities hosted by NAJ to encourage inclusiveness, educate and promote development of others as they garner new experiences.

Nurse Manager's Retreat was held at Holiday Haven Runaway Bay, St. Ann where the year in review was done and strategies identified to ensure the smooth running of the organization and staff development for the period to follow.

Two capacity building workshops were held as well as Customer Service training for the staff.

Model Ward competition was reinitiated to enforce standards of practice, rejuvenate and encourage staff as well as improve care administered to patients, using different assessment criteria however it fizzled out for several different reasons.

The Group participated in what was dubbed "black out days" which was used to communicate the dissatisfaction of member for the lack of communication and the non-payment of outstanding monies which were long overdue.

We had a March to educate the public and bellowed the cries of the Nurses Association of Jamaica/Lasco Chin Foundation Nurse of the Year 2024 and the country at large to stop violence against women and children; as we stood in solidarity with the Enrolled Assistant Nurse who was assaulted and hospitalized.

### **Outreach Programme**

The group continues to assist with yearly supplies to the children of a member who lost her life tragically due to violence and supports others who are in need and requires assistance.

Visits to the Retired nurses continues and gift baskets presented to those who are ailing as well as encouragement and prayer sessions.

## REGIONAL GROUPS

### Awardees

The nurses who were on study leave completed their courses successfully and have been assigned according to their specialty. This includes RN Kimoy Lewis Clarke-(CNRN), RN Sheryl Beliah Jones – (CNRN), RN Audia walker (CORN), RN Kathleen Johnson Saunders (Mental Health/ Psychiatry), RN Crystal Fray (CORN), RN Nickeisha Hewitt (CCRN), CNRN/ RNM Yamsley Barrientos (Nurse Manager), RN Yanique Johnson (ERN), RN AnnMarie Green Berry (CCRN)

Forty (40) nurses were appointed Level 1 and 2; Five (5) persons Level 3.

### Retired/ transfer

There were no retirees nor transfers for this reporting period.

### Congratulations

Hearty congratulations are extended to all our awardees, those who got married, had birthdays, had babies,

completed courses and to those who had children or family members excelling in the recent PEP examinations.

### Condolences

Sincere condolences were extended to all members and support staff who lost loved ones.

### Conclusion

The year had many challenges and many satisfying moments. Most of the objectives were achieved and for those left undone we pledge to start anew with refreshed vigor. We would like to thank the staff of the St. Ann's Bay Regional Hospital, St. Ann and Alexandria Health Department for their continued support as we remain United in Service.

We remain committed to ensuring and delivering quality health care for the members of our community, country and the world at large in order to address global health challenges and improve global health for all.

Internal elections were held and the results are as follows:

	<b>Outgoing:</b>	<b>Incoming</b>
<b>Chairperson:</b>	Carla Williams	Grace Ann Gordon Johnson
<b>Assistant Chairperson:</b>	Nickesha Hewitt	Nickesha Hewitt
<b>Recording Secretary:</b>	Taneshia Whyte	Oneika Grey Henry
<b>Asst. Recording Secretary:</b>	Tameshia Smith	Kayana Treasure
<b>Treasurer:</b>	Michelle Hall	Michelle Hall
<b>Asst. Treasurer</b>	Lacey Ann Lawe – Williams	Lacey Ann Lawe – Williams
<b>Council Member</b>	Annastacia Rose	Annastacia Rose
	Chrisan Barrett- Nedrick	Taneshia Whyte
<b>Key Member:</b>	Chrisan Barrett- Nedrick	Taneshia Whyte
<b>Public Relation Officer:</b>	Carla Williams, Crystal Fray	
	Sheryl Whorms	
	Lana Kay Swaby- Clarke	

## **St. Andrew “A”** **(University Hospital of the West Indies)**

### **Introduction**

The St. Andrew “A” Group is pleased to have partnered with the Nurses Association of Jamaica for the conference year 2024 to 2025.

### **Membership**

The membership of this group has been adversely affected by resignations and migration but we remain just a little over two hundred and forty-two (242) members strong. We continue to educate and encourage non- members about the benefits of being a member of the Association.

### **Meetings**

Meetings are scheduled for second Tuesdays; we were affected by poor attendance and lack of participation by members. Although, there is a significant improvement in attendance, even more when we go online. However, we continue to engage our membership via social media utilizing whatsapp.

On the Presidential visit Madam President Mrs. Dawn Marie Richards voiced that this was the largest in attendance of all of her visits.

### **Activities**

We participated in several activities organized by the Association. Some members attended the Orange Day Walks, Christmas Treat and Easter Bunny Treats and the NAJ/Lasco Nurse of the Year 2023 played an integral role in the following projects: International Nurses Day celebration, Captain the Nurse of the Year project and the Nursing Student of the Year project. She also volunteered at the competition for NAJ/Lasco Nurse of the Year 2025.

Six (6) of our members attended ICN conference in Helsinki, Finland, June 2025.

Members attended Executive, Quarterly General and Island Council meetings. Members were actively involved in the planning of the NAJ conference for October 2024.

### **Congratulations**

- Miss Antonette Bent is a finalist in the NAJ/LASCO NOY competition 2025
- Miss Samantha Ormsby appointed Director of Nursing
- Miss Sheryl Cole appointed Quality Improvement Officer
- Appointed Charge Nurses, Miss Antonette Bent , Mr. Nicholas Chambers, Miss Juline Souden, Mrs. Keisha Wright- Senior, Mr. Barrington Prince, Mrs. Tavia Gordon- Able, Mrs. Roshee Hinds- Hynn, Mrs. Renee Sylvester- Lindo and Miss Waghns Boothe

### **Get Well**

We extend get well wishes to all our members who are not in the best of health at this time and wish for them speedy recovery.

### **Conclusion**

As we come to the end of this conference year we wish to thank our members for their service and commitment as we seek to continue giving valued healthcare to all. We continue to increase our membership get them more involved in the association activities.

#### **Chairperson:**

**Secretary:**

**Assistant Secretary/ PRO:**

**Treasurer:**

**Assistant Treasurer:**

**Council Members**

**Key member:**

#### **Outgoing:**

Mrs. Serica Brandon-Betty

Mrs. Marsha Downer Campbell

Miss Shantal Remekie

Mrs. Olivia Williams Coombs

Miss Gillian Campbell

Mrs. Serica Brandon-Betty

Mrs. Dion Murphy Nedrick

Mrs. Serica Brandon-Betty

#### **Incoming**

Mrs. Serica Brandon-Betty

Mrs. Marsha Downer Campbell

Miss Shantal Remekie

Mrs. Olivia Williams-Coombs

Miss Gillian Campbell

Mrs. Serica Brandon-Betty

Mrs. Dion Murphy Nedrick

## **St. Andrew “B” (National Chest Hospital)**

### **Introduction**

“Coming together is a beginning. Keeping together is a process. Working together is a success.” Henry Ford  
As the 2024–2025 conference year draws to a close, the St. Andrew “B” Group remains committed to delivering high-quality inpatient and outpatient care to our clients. With unwavering dedication, we continue to uphold our professional standards, fostering open, respectful communication with our patients, colleagues and the wider community.

### **Membership**

Our membership currently consists of thirty-nine (39). We have two (2) applications pending membership. We have lost three (3) to transfer.

### **Meetings**

Our meetings were few, but our members were kept abreast of important information and activities of the Association via WhatsApp.

### **Social activities**

Our members continue to participate in activities in their communities. They have made presentations at schools and have organized and participated in health fairs.

Five members attended and participated in the 2025 International Nurses’ Day Celebration held at the Jamaica Pegasus Hotel, Kingston.

### **Professional Development**

Members are currently pursuing the following courses:

- Certificate in Nursing Administration
  - Midwifery
  - Critical Care Nursing
- We pray for their success.

### **PERSONAL MENTION: Congratulations:**

Ms. Krystal Mullings received the Alice Godfrey Award

for Excellence in Nursing, as well as the Employee of the Year Award, National Chest Hospital 2024.

Mrs. Tasia Malyka Whyte received the Chairman’s Award for Customer Service, National Chest Hospital 2024.

### **Birth**

Ms. Tamiaka Anderson gave birth to a son  
Ms. Natasha Raymond gave birth to a daughter  
Mrs. Vanessa Banks-Bryan gave birth to a daughter.

### **Completed Courses**

- Mrs. Thamra Thompson-Dennis: B.Sc. in Public Health Nursing
- Ms. Andrene Morrison: Certificate in Nursing Administration
- Ms. Denesha Scott: Post Basic Midwifery.

### **Promotion /Appointment**

- Ms. Patricia Coates appointed HPC/RN4
- Ms. Shanice Campbell HPC/RN1
- Ms. Shanice Wilson HPC/RN1
- Ms. Cerekia Laing HPC/RN1
- Ms. Chantal Meikle HPC/RN1
- Ms. Treva-Joe Hines HPC/RN1

### **Condolences**

We extend our condolences to Miss. Samantha Ellington who lost her father and Mrs. Nicola S. Powell lost a brother.

### **Conclusion**

The St Andrew “B” Group (National Chest Hospital) expresses heartfelt appreciation to our colleagues for their dedication, drive and teamwork despite challenges faced. We remain resilient and United in Service.

<b>Chairperson:</b>	<b>Outgoing:</b>	<b>Incoming</b>
<b>Secretary:</b>	Tasia Malyka White	Tracey-Ann Vacianna
<b>Assistant Secretary</b>	Samantha Ellington	Samantha Ellington
<b>Treasurer:</b>	Ayeshia Moore	Nicola Brown
<b>Assistant Treasurer:</b>	Nicola Brown	Tasia Malyka Whyte
<b>Council Members</b>	Demar Brown	Denesha Scott
	Nicola S. Powell	
	Carlene Chambers	
<b>Key members:</b>	Nicola S. Powell	Denesha Scott

Prepared by: Nicola S. Powell / Feron Brown Hamilton

## **St. Andrew “C”**

### **(Sir John Golding Rehabilitation Centre)**

#### **Introduction**

**“If you can’t fly then run, if you can’t run then walk. If you can’t walk then crawl, but whatever you do, you have to keep moving forward.” – Martin Luther King Jr.**

In the year 2024-2025, we faced multiple challenges within our facility; nonetheless we have overcome as a team through perseverance, determination and supporting each other. We continue to offer quality patient care and engage in different forums, to develop ways that we can optimize care for patients amidst the obstacles.

#### **Membership**

The percentage of membership in NAJ is as follows Registered Nurses: 83%, (15 from 18) including an Enrolled Assistant Nurse. We strongly support nurses being a part of their professional organization and as such we continue to use persuasive techniques to encourage nurses to become members of the Nurses Association. The St. Andrew C group also encouraged its members to join the NAJ and Health Services Cooperative Credit Union.

#### **Meetings**

Meetings are held concurrently with our monthly nurses meeting on a third Wednesday and members are informed of current events and planned activities by our local body and the Association via our WhatsApp group link.

#### **Workshops**

In person forums are held in addition to online webinars on various platforms such as Zoom and Go to Meeting link. Our members have participated and benefited from these educational sessions, to gain the required CME hours from education seminars and workshops to meet the requirements for our biennial re-licensure. Nurses continue to participate in workshops/seminars held by the Region and other institutions. Internal presentations were done by staff nurses. Topics included but not limited to:

- Social Media and Health Care Professionals Anxiety
- Needle Stick Therapeutic Relationship
- Sick building Syndrome
- Management of Deep Vein Thrombosis
- Rehabilitation an essential Service to Universal Health Coverage
- Retirement

#### **Continuing Professional Development**

- One (1) HPC/RN2 pursuing the Post-basic Nursing Administration Programme

- Two (2) HPC/RN 1 completed the Post-basic Psychiatric Nursing Programme
- One (1) HPC/ RN1 completed the Preceptor Short Course.
- Mrs. Dawn Newman Allwood, Nurse Manager with responsibility for Disaster Preparedness Management, attended a Ministry of Health and Wellness Training session in Geospatial Application Implementation for Disaster Management & Preparedness.
- Five Clinical Nurse Managers did the Advanced Life Support Training ACL
- Several staff nurses did the Basic Life Support Training
- NAJ members participated the Summer School session held in July 2024

#### **Special Activities**

1. Members participated in the various activities of the Nurses Association throughout the year to include: NAJ Make A Child Smile, Christmas Treats, Back to School Treat, Easter Bunny Treat, Annual Fish Fry, Orange Day Walk and Mental Wellness Days.

The Sir John Golding Rehabilitation Centre (SJGRC) Nursing Department hosted several activities throughout the year:

- a. Miss Kadisha Smith was selected as Nurse of the Year for SJGRC 2024; and Mrs. Monica Williams Barrett emerged as Patient Care Assistant for the year.
  - b. All Nurse Managers (7) received Awards and certificates for outstanding Nurse Manager for 2024.
  - c. Miss Kadisha Smith was awarded the Liguanea Region trophy for the Employee of the Year and the Chairman’s plaque for Outstanding Customer Service, 2024
2. Staff Welfare development outings were held; members from different departments were in attendance.
  3. Miss Kadisha Smith Participated in the Nurses Association’s Mary Seacole Exposition, where she spoke about Rehabilitation and Rehab Nurses.
  4. Mrs. Karlene Miller and Miss Kadisha Smith, participated in the Ministry of Health and Wellness Career Exposition, held at the University of the West Indies- Mona Campus.
  5. Miss Kadisha Smith represented the Nurses Association at the Liberty Academy Career Expo.
  6. Miss Kadisha Smith and Miss Shanique Samson were test subjects for the CGFNS Rehabilitation Examination.
  7. A total of seven (7) Nurses attended the International Nurses’ Day Launch on May 12 held at the Pegasus Hotel
  8. The hospital continues to be a training ground for a number of Nursing Students from the Caribbean School of Nursing-UTECH, and the University of

## REGIONAL GROUPS

the West Indies School of Nursing (UWISON) to meet their clinical objectives in Medical/Surgical and Leadership and Management courses.

- Five (5) Nurses attended the International Council of Nurses, 30th Congress in Helsinki, Finland
- Miss Kadisha Smith, was the representative for the ICN's Student and Early Career Nurses' Alliance.
- Miss Andrea Christie, Director of Nursing Services, presented research topic "Knowledge and practice of Mentoring among Nurse Leaders and Staff Nurses at a Specialist Hospital in the South East Regional Health Authority" at the International Council of Nurses Congress 2025 in Helsinki.
- Miss Andrea Christie, Director of Nursing Services and Mrs. Karlene Miller, Nurse Manager were both interviewed on the "Care Anywhere Podcast" at the ICN Congress 2025.
- Mrs. Karlene Miller and Miss Kadisha Smith were two finalists in the NAJ/Lasco Chin Foundation Nurse of the Year Competition, 2025.

### Personal Mention

#### General Staffing

Six new Registered nurses joined the team.

### Congratulations

Congratulations to:

- Director of Nursing Service, Miss Andrea Christie, who has been conferred as a justice of the Peace for the Parish of St. Andrew.
- Mrs. Kahon Duhaney Gordon who was re-elected as the Recording Secretary for the NAJ (2024-2025).
- Mrs. Claudine Brown Johnson and Miss Christine Blake, who successfully completed training in Psychiatric Nursing and are awaiting approval for appointment to Level 2.
- Miss Christine Blake, who received the award for Academic Excellence in Psychiatric Nursing, Best Care Study and Top student.

### Condolences

Sadly, the institution lost an Enrolled Assistant Nurse, Miss Julia Richards. To all members of our extended healthcare team family who have lost loved ones and friends throughout the year; we therefore remind you that despite your suffering God still cares and will continue to take care of you. Cast your cares upon Him.

**Chairperson:**  
**Assistant Chairman:**  
**Secretary:**  
**Treasurer:**  
**Asst. Secretary/ Treasurer:**  
**Council Members**

**Outgoing:**  
Adriene Anderson  
Kerrisa Atkinson  
Karlene Miller  
Denise Bruce-Maragh  
Latoya Russell  
Kadisha Smith  
Kahon Duhaney Gordon

**Incoming**  
Karlene Miller  
Kerrisa Atkinson  
Latoya Russell  
Denise Bruce-Maragh  
Shanique Samson  
Kadisha Smith  
Kahon Duhaney Gordon  
Kahon Duhaney Gordon

Prepared by: **Kadisha Smith**

## **St. Catherine "A"** **(Spanish Town Hospital)**

### Introduction

It was Winston Churchill who said "Success is stumbling from failure to failure with no loss of enthusiasm." The St. Catherine "A" Group has stood on the pillars of these words for the year 2024-2025. The group continues to face numerous challenges, however, we continue to push through these challenges. Thus, proofing the resilience and tenacity our membership as they continue to rise through the numerous challenges. We continue to advocate and agitate administration on behalf our members.

### Membership

The membership of the group continues to fluctuate as we have lost members due to resignation, retirement and withdrawal. Membership now stands at 121.

### Meetings

Monthly meetings were held on 2nd Wednesdays of each month utilizing a hybrid method. Even with this method, attendance at these meetings remain low. Despite these challenges we continued to keep the group updated and informed about the business of the Association.

## REGIONAL GROUPS

### Employment

Only 10 new nurses were employed to the hospital, and all these persons applied for membership. There has been no employment of Registered Nurses since September 2024, despite the institution having numerous posts to accommodate these persons.

### Special Activities

Reward sweetens labour and as such we continue to support and host various activities to motivate our members.

July 2024- Members were treated to tokens during Nurses' Week. Members also supported the Association activities hosted during Nurses Week.

Members continue to aid in various welfare initiative that support members and non-members throughout the year. Members also supported the NAJ activities such as the Regional Wellness Days.

### Other Activities

Members continue to take part in and contribute to the activities of the Association such as:

- Make a Child Smile Christmas Treat, Orange Day Walk, Easter Bunny Treat, Wellness Day, Quarterly General Meetings, and Executive Meetings.
- The NAJ Nursing Services/ Education webinars and audits.
- Baby Friendly Hospital Initiative.
- Career Day talk and Health fairs.

### Special Recognition /Special Mention

Deputy Director of Nursing Services Mrs. Andrea Dawkins Powell led the Spanish Town Hospital in been recertified as a Baby Friendly Institution.  
Mrs. Linda Bennett- Edwards was named Worker of the year 2024.

Mrs. Cassandra Whyte Johnson, was nominated to represent the Nursing Department in the Worker of the Year competition

The following members who were recognized for 25 years of service to the Health Ministry:  
Mrs. Bridgette Kendley-Warmington

- Ms. Tracian Fearon
- Mrs. Keisha Riley-Harrow
- Ms. Karlene Whyte
- Ms. Shasheka Blair represented the group in the Nurse of the Year competition 2025.

### Congratulations

*This amazing accomplishment is just one step on your journey. Your ability to relentlessly search for solutions to problems and find innovative ways to improve the world is the key to this success and many to come.*

Congratulations to all who have accomplished personal and professional goals. To those who have completed Graduate, under Graduate, post basic courses and short courses successfully.

To our members pursuing post basic and Graduate courses all the best.

To those whom the stork visited, congratulations on your bundles of joy.

To those who tied the knot, congratulations.

### Condolences

**“No words of sympathy can convey our hearts to you, so please know that you have our heartfelt sympathy.”**

We extend our deepest sympathy to members and colleagues who have lost loved ones, relatives and dear friends. We continue to pray that the Lord will continue to give you hope and strength to carry on.

### Conclusion

The hardest part is starting, once we get that out of the way, we will find the rest of the journey much easier. Bearing this in mind we look forward to continually serving the members of the St. Catherine 'A' Group. Commendations to those members who gave of their time to achieve our objectives for the year in review and we look forward to working to an even better future.

**Chairperson:**  
**Secretary:**  
**Treasurer:**

**Council Members:**

**Key Member:**

#### Outgoing:

Ms. Shasheka Blair  
Mrs. Betty-Ann Campbell  
Ms. Jacqueline Wilson

Mrs. Kaindece Barrett Green  
Mrs. Keisha Riley - Harrow

#### Incoming

Ms. Shasheka Blair  
Mrs. Soshanna Grant-Terlonge  
Ms. Jacqueline Wilson  
Ms. Trecia Stewart  
Mrs. Kaindece Barrett Green  
Mrs. Keisha Riley - Harrow  
Mrs. Kaindece Barrett Green

# ST CATHERINE "B"

## (Linstead Public General Hospital)

### Introduction

Another year has ended. We are reminded of the numerous challenges that have tested the resilience, adaptability and determination of our nurses. Overcoming unexpected obstacles, has been a true test of our skills and character. Despite the difficulties, we have learned valuable lessons, grown personally and professionally and has emerged stronger and more capable.

### Membership

Currently membership stands at thirty-two (32) members. This year, six (6) Registered nurses (RN) were employed and one RN was transferred in from another institution. There was one (1) resignation. There was one (1) Cuban national whose contract ended and would not be returning after his vacation leave.

### Meeting

Meetings were held throughout the year to inform members of the happenings of the Association. We continue to employ creative methods to engage members as meetings in the physical space has become a challenge due to availability of space. Relevant information was disseminated to members in a timely manner.

### Special Activities

#### International Nurses Day (IND)

Two (2) members of the group attended the IND/ Media Launch for Nurses Week on May 12, 2025. The members of the group received tokens from the Association, and they have since expressed their gratitude and appreciation for the token received.

### Outreach Programmes

Members continue to participate in activities in their respective communities. They have made presentations at High and Primary Schools; organized and participated in Health Fairs; give Health Talks at Churches, Schools and in their respective communities.

### Personal Mention

#### Appointments and Promotion

- Juliann Wallace appointed HPC/RN2
- Camesha Blake appointed HPC/RN1

- Taniele Francis appointed HPC/RN1
- Gheorgia Hinds appointed HPC/RN1
- Kaysan Brooks appointed HPC/RN1

### Congratulations

Congratulations to our nurses who successfully completed courses:

- Juliann Wallace Nursing Administration
- Kendrea Anglin Accident and Emergency
- Annesha Whyne Psychiatric Nursing

We congratulated and celebrated all our nurses who have achieved various milestones through the year.

We wish all the other nurses currently out on study leave, all the best as they navigate the challenges of adult learning.

- Sandre Morgan Post Basic Midwifery
- Moya Harris Hamilton Post Basic Midwifery
- Antoinette Blake Accident and Emergency
- Charlett Bellanfantie Nursing Administration

### Condolences

We supported and prayed for members of the team that lost loved ones throughout the year.

- Annette Curtis Stewart lost her aunt
- Annesha Whyne lost her mother
- Antoinette Blake lost a brother
- Danielle Anderson lost her father
- Claudine Douglas Cole lost her mother
- Rose Williams Spence lost her aunt

One (1) of our nurses was out on extended sick leave, and has since returned to work and continues to be supported by members of staff.

### Conclusion

As we reflect on the past year, we are grateful for the opportunities, challenges and experiences, they have helped to shape us as individuals. We have developed a greater self-awareness and confidence, that has propelled the group to achieve despite the obstacles faced. We look to the future, where in lies growth and self-development. We remain; "United in Service."

<b>Outgoing:</b>	<b>Incoming</b>	
<b>Chairperson:</b>	Rose Williams Spence	Winnifred Stewart Wellington
<b>Secretary:</b>	Kemayo Austin Johnson	Sandra Johnson Wilkie
<b>Treasurer:</b>	Winnifred Stewart Wellington	Rose Williams Spence
<b>Council Members</b>	Claudine Douglas Cole	Claudine Douglas Cole
	Vivette Lawrence	Vivette Lawrence
<b>Key Member</b>	Claudine Douglas Cole	Claudine Douglas Cole

## **ST. ELIZABETH** **(Black River Hospital)**

### **Introduction**

**“Success does not come from what you do occasionally—it comes from what you do consistently.” – Marie Forleo**

This quote mirrors the heart of the nursing profession at Black River Hospital. Every shift, every challenge, every act of care reflects a deep-rooted commitment to excellence. In a healthcare system marked by increasing demands and limited resources, our nurses continue to show up—resilient, resourceful, and resolute as we transition to a Type B facility.

As of June 2025, the St. Elizabeth Group of the Nurses Association of Jamaica (NAJ) serves a population of 106 nurses, with memberships of fifty- eight percent (58%). Despite the inevitable transitions of transfers, resignations, and changing roles, our group has remained grounded in purpose and proudly “United in Service.”

### **Vision & Projection**

We envision a group that continues to grow in strength, unity, and service. Our aim is to deepen engagement, foster leadership, and elevate the voices and visibility of nurses across all platforms. The Group remains committed to excellence—not just in patient care, but in advocacy, collaboration, and innovation.

### **Meetings & Communication**

Over the past year, nine (9) meetings were conducted to update and engage members. Although participation has been limited due to various staffing constraints, we continue to employ alternative strategies, including digital communication and team huddles, to maintain connection and momentum. Officer elections were conducted twice to ensure smooth transitions amidst transfers and resignations.

### **Membership**

While we experienced changes due to resignations, transfers, and migration, the spirit of growth remains strong. We proudly welcomed 17 new nurses to our institution, many of whom have expressed keen interest in joining the NAJ. Seven (7) of these nurses have completed their memberships forms. Membership drives and orientation efforts are ongoing to ensure that the next generation of nurses is well-informed and fully engaged.

### **Employment and Movement**

#### ***New Employment:***

A total of seventeen (17) new nurses joined the Black River Hospital this year, including both Registered and Enrolled Assistant Nurses.

#### ***Transfers Out:***

We extend our best wishes to four nurses who transitioned to new roles at the St. Elizabeth Health Department and Percy Junor Hospital.

- Alrick Adamsons – Percy Junor Hospital
- Santana Channer – St Elizabeth Health Department
- Peter Gaye Ebanks - St Elizabeth Health Department

#### ***Resignations:***

We bid farewell to the following eight (8) nurses and thank them for their dedicated service:

- Danielle Wright
- Yanique Chambers
- Melissa Quest
- Javane Allen
- Natasha Rowe
- Chenelle Witter
- Shawnalee Foster

### **Special Appointments**

This year, we proudly recognized the following nurses on their special appointments:

- Ranar Robinson – Registered Nurse 1
- Keithann Cranston – Registered Nurse 1
- Sherifa Delavante – Registered Nurse 1
- Toniann Barrett – Registered Nurse 1
- Alrick Adamson – Registered Nurse 1
- Peter-Gaye Ebanks – Appointed Specialist Nurse
- Burnadette Powell – Appointed Nurse Manager
- Santana Channer – Appointed Specialist Nurse

Their appointments reflect professional excellence, growth, and leadership within the nursing body.

### **Training Milestones**

We salute those who have completed specialized training and those currently pursuing advanced certification:

#### **Completed Certification:**

- Cassandra Robinson – Emergency Nursing
  - Keira-Lee Smith – Critical Care Nursing
  - Kimon Davis – Critical Care Nursing
  - Dainelle Granston – Midwifery
  - Abigail James – Neonatology Nursing
- Their professional development enhances the quality of care delivered across departments.

### **Special Mentions & Recognitions**

Notably, Certified Neonatology Specialist Miss Abigail James became the first-ever NAJ/LCF Nurse of the Year from Black River Hospital, marking a proud and historic moment for our Group.

## REGIONAL GROUPS

### Wellness & Community Engagement

We also participated in:

- The International Nurses Day Ceremony at Jamaica Pegasus – New Kingston – May 12, 2025
- Participation in the Regional Wellness Day tours hosted by the Association

### Outreach & Education

Members of the group remain committed to community impact, representing the nursing profession at multiple school career days and educational outreach events throughout the region. These engagements continue to inspire future nurses and raise the profile of the profession.

### Personal Milestones

#### Marriages:

We extend warm congratulations to our colleague(s) who tied the knot this year:-

Andreen Folkes  
Alrick Adamson

#### Births:

A total of two (2) nurses gave birth and one member became a proud father this year. We celebrate these precious new additions and the growing families within our nursing community.

- Andreen Folkes – baby girl
- Noel Millwood – became a proud father of a baby girl

We also continue to offer prayers and encouragement to Ms. Waydine Mighty & Ayanda Edmond, who are currently unwell. May their strength be renewed as they continue to serve in the profession.

### Condolences

We offer our deepest sympathies to those who lost loved ones this year. We remember:

- Kayon Dale – Loss of grandmother
- Abigail James – Loss of grandmother
- Renee Chung – Loss of grandmother
- Dainelle Granston – Loss of grandfather and cousin

May peace, strength, and comfort be with them.

### Closing Reflections

This year has been filled with growth, transition, and achievement. We applaud every nurse who continues to go above and beyond—not only in the clinical setting but also in professional and community life. As we close this chapter, may we carry forward the lessons, the laughter, and the legacy of excellence.

Together, we remain proudly “United in Service.”

#### Chairperson:

#### Secretary:

#### Treasurer:

#### Assistant Treasurer:

#### Council Members:

#### Key member:

#### Outgoing:

Abigail James  
Kayon Dale  
Abigail James  
Tamara Gordon  
Tamoiya Blake  
Abigail James  
Kayon Dale  
Abigail James

#### Incoming

Dainelle Granston  
Kayon Dale  
Dainelle Granston  
Kayon Dale  
Dainelle Granston

*Submitted by: Abigail James (Miss)*

## **ST. MARY “A”** **(Port Maria Hospital)**

### **Introduction**

“Let us not be weary in well doing, for in due season we shall reap, if we faint not” (Galatians 6:9). As we continue to do our best in availing our services despite the various challenges, we go forth in God's grace.

### **Membership**

Membership at the Port Maria Hospital currently stands at 34 members as we continue to experience resignations. We currently have persons being processed for membership. We had one (1) member who resigned.

### **Meetings**

Throughout the year formal and informal face-to-face meetings were held, facilitating dissemination of information to members. Information was also shared by the Key and Council members via discussions, Whats App messages and Ward Meetings.

### **Other Activities**

Members continue to take part and contribute to the activities of the Association such as: Make a Child Smile-Christmas Treat, Orange Day Walk, Easter Bunny Treat, Mental Health Day, Annual General, Quarterly General, Island Council and Executive meetings, also the International Council of Nurses Congress (2025).

Members continue to participate in community affairs such as: Sports Day, Jamaica Moves, Career Day talks and Health Fairs.

Workshops conducted and attended

- The NAJ Nursing Services/ Education Webinars
- Infection Prevention and Control
- Partograph Interpretation
- Baby Friendly Hospital Initiative Training
- Basic Life Support
- Advance Cardiac Life Support
- Sickle Cell Sensitive

### **Congratulations**

- Miss Taneisha Bailey (CERN) successfully completed the Nursing Administration Programme.
- Miss Sacharna Johnson and Miss Kodi Williams successfully completed the Emergency Room Nursing Programme.
- Miss Affia Palmer on the birth of her daughter.
- Miss Anishka Parish on being 1st Runner-up in the St. Ann Festival Queen Competition.

Congratulations to all other members who had achieved personal goals and accomplishments not mentioned.

### **Condolences**

Heart felt condolences to all our members who have lost loved ones throughout this period.

### **Conclusion**

Amidst challenges, disappointments and tribulations we persevere. Despite mental and physical difficulties we continue to provide the quality care to our fellow citizens, as we remain ‘United in Service’.

“And not only so but we glory in tribulations also: knowing that tribulation worketh patience.”

“And patience, experience and experience hope” Romans 5: 3-4 (KJV)

**Chairperson:**

**Secretary:**

**Treasurer:**

**Council Members:**

**Key member:**

#### **Outgoing:**

Mrs. Sharon Golding-Hibbert

Miss Sheena Vassell

Mrs. Sharon Golding-Hibbert

Mrs Dawn Kidd-Findley

Miss Sheena Vassell

Mrs. Dawn Kidd-Findley

#### **Incoming**

Mrs. Sharon Golding- Hibbert

Miss Caroulette Callum

Mrs. Sharon Golding-Hibbert

Mrs. Dawn Kidd- Findley

Miss Sheena Vassell

*Prepared by: Miss Sheena Vassell*

## **ST. MARY “B” (Annotto Bay Hospital)**

### **Introduction**

**It always seems impossible until it's done- Nelson Mandela.**

We continue against all odds to provide quality health-care and high level service delivery to all who visit our facility. We offer encouragement and support to our colleagues who remain caring and diligent, giving selfless service despite many challenges in providing quality health care and service delivery. We move forward with steadfast determination, motivation and readiness to fulfill our purpose through optimal health care to all.

### **Membership**

The number of members continue to fluctuate due to resignations and withdrawal of membership. Membership at the facility now stands at 19. Our continued efforts to increase membership remain ongoing regardless of the many challenges faced. New members to the facility were encouraged to become apart of the Association reminding them always of the importance of having their membership and the benefits attached. However we continue to disseminate vital information to our members utilizing various platforms available. We anticipate the convening of face to face regular scheduled meetings in the coming year.

### **Special Activities Nurses Week**

The Nursing Administrative Staff and Welfare Department treated the nurses of the facility on International Nurses’ Day, with tokens and refreshments. The Nurses Association of Jamaica maintained the members welfare with specially branded tokens which were much appreciated.

On Nurses Day the nurses were lymed by Mrs. Claudia Hardy-McLennon, Director of Nursing Services and her team, alongside the welfare department with lunch, cake and tokens.

The Group continues to work closely with the welfare team of the Annotto Bay Hospital to foster motivation

of staff in meeting the mandate of ensuring all patients receive the best care possible. The outreach programme extends its continuity to the members of the Annotto Bay community and its environs with packages of grocery items and toiletries.

### **Budget**

Fundraising activities at the facility remain limited, however we continue to meet our obligations mainly from monthly dues collected from members and our fundraising activity.

### **Congratulations**

Congratulations were extended to:

- Miss Yonique Harris on the birth of her baby boy.
- Miss Lorna McDonough and Mrs. Bridget McNish-Grace in the pursuance of the Health Administration Course.
- Departmental Managers Miss Lorna McDonough and Miss Christel Cargill.

### **Condolences**

All members who have lost loved ones were extended continued prayers, love and support during this time of bereavement. We pray that the Lord continues to give them hope and strength to carry on.

### **Conclusion**

**We take this opportunity to thank our members** who strive to provide and ensure continuous hard work and quality nursing care to the public despite the many challenges faced. Through Gods grace we continue to persevere and strive for greatness. We remain resolute in our decision to provide the highest quality health care to those entrusted to us. We thank all who supported us throughout the year.

We remain United in Service.

**Chairperson:**

**Secretary:**

**Treasurer:**

**Council Members:**

**Key member:**

#### **Outgoing:**

Christel Cargill

Christel Cargill

Rosalean Phillips

Meisha Young-Lewars

Yoki Watson

Meisha Young-Lewars

#### **Incoming**

Sarika Taylor

Kerry Ann Greaves-Davy

Rosalean Phillips

Meisha Young –Lewars

Yoki Watson

Meisha Young-Lewars

Prepared by: **Yoki Watson**

## **ST. THOMAS** **(Princess Margaret Hospital)**

**We may encounter many defeats but we must not be defeated.** Maya Angelou

The St Thomas group continues to struggle but we continue to keep the banner of the Health care service high. We continue to do the best we can as we offer holistic care and maintain safe environment.

### **Membership**

Our total membership stands at Twenty-Eight (28), as members continue to migrate and resign. Two Registered Nurses resigned, eighteen (18) Registered Nurses were employed.

The St Thomas Health Department stands at Sixteen (16) members.

### **Meeting**

Meetings were not held how we would have liked however, information are disseminate to all members of the group through WhatsApp and text messages.

### **Congratulations**

- Mrs. Corlette Francis Spencer successfully completed Nursing Administration Programme.
- Miss. Carol Kelly successfully completed Nursing Administration Programme.
- Mr. Eric Armstrong successfully completed the Critical Care Nursing Programme.

### **Appointments**

Miss Carol Kelly appointed Level II

### **Special Activities**

May 12, 2025 - Three (3) members attended International Nurses' Day Ceremony at the Jamaica Pegasus.

### **Workshop/Seminar**

The In-Service Education Department continues to host Educational seminars to keep members educated and be in the know.

### **Pursuing Courses**

Miss Sandra Richards – Midwifery

### **Condolences**

To the family of Mrs. Karen Cargill Raymond former Ward Manager of the Princess Margaret Hospital.

### **Conclusion**

**No matter what happens or how bad it seems today, life does go on and it will be better.** Maya Angelou

The Conference year 2024 – 2025 is ending, let us thank God for his grace and mercy for bringing us this far. We continue to remain “United in Service” though faced with many obstacles because together we can, we will, we must endure to the end.

<b>Chairperson:</b>	Mrs. Kerry Ann Gordon Brown
<b>Asst. Chairperson:</b>	Mrs. Corlette Francis Spencer
<b>Secretary:</b>	Fiona Gillings Green
<b>Asst. Secretary:</b>	Ms. Christina Ellison
<b>Treasurer:</b>	Mr. Eric Armstrong
<b>Asst. Treasurer:</b>	Ms. Sandra Walker
<b>PRO:</b>	Mrs. Shenecia Lee
<b>Asst. PRO:</b>	Ms. Althea Martin
<b>Council Members:</b>	Corlette Francis Spencer Sandra Walker
<b>Key member:</b>	Corlette Francis Spencer

*Prepared and submitted by:* **Corlette Francis Spencer**

# **WESTMORELAND**

## **(Savanna la mar Hospital)**

### **Introduction**

“If you change the way you look at things, the things you look at change,” words of Wayne Dyer. This conference year has been another challenging one, but we press on none the less. As a group we aimed to maintain our cohesiveness and staff morale, while we continued to provide care to our clients.

### **Membership**

Our membership stands at seventy-three (73). In the pass year to present nine (9) members resigned to pursue their career elsewhere, however eight (8) persons joined the group since last year to present. We warmly welcome all our new members to the group and we anticipate the others who have the intension to join us.

Our Level three nurse who was on extended sick leave is now back at work and we thank God for His mercies on her.

### **Meetings**

Our meetings are scheduled for every 2nd Wednesdays monthly, while we may not meet every month as scheduled, we have an active Whats App group that we use to disseminate information. Our endeavours for the coming year are that meetings can be held more regularly face to face.

### **Special Activities**

On International Nurse’s Day we had devotion with nursing staff and Pastor Jacqueline Samuels offered prayers on our behalf. We had a luncheon for the nurses and a team from Sagicor provided refreshments. Additional seven (7) Cuban nurses were awarded with plaques for outstanding service during their contracted period on this day as well.

Some of our members participated in the webinars/ workshops, regional tours, fun day and health fair organized by the Association.

We also had members who attended AGM/Island Conference and ICN conference in Helsinki, Finland.

### **Courtesy Visit**

On the 14th March 2025 we were graced with the presence of the President and her Officers. Our members were able to interact with her, voiced their concerns and make suggestions. We were very grateful for the opportunity we got, and our appreciation was extended.

### **Promotion**

Miss Stacey-Ann Scott was appointed as HPC/RN3.

### **Congratulations**

We extended congratulations to:

- Miss Stacey-Ann Scott on the successful completion of the Nursing Administration Course and been appointed as RN3.
- RN S. McKenzie, RN K. James-Clarke and RN T. Coke Gooden on the successful completion of the Emergency Nursing Course and now acting as RN2.
- RN C. Titus on the birth of her beautiful baby girl.

To all our other colleagues who have gotten married, celebrated birthdays and had babies we say congratulations.

### **Condolences**

To those who have lost loved ones our deepest sympathy goes out to you and your families.

### **Conclusion**

We’ve come to far to look back, we continue to press forward despite the many challenges, whether sickness, been over worked, burnout and feeling demotivated we remain resilient. We continue to practice self-care and team work while providing optimal care to the population. May the good Lord remain and abide with us as we remain “United in Service.”

<b>Chairperson:</b>	<b>Outgoing:</b>	<b>Incoming</b>
<b>Secretary:</b>	Tatica Coke Gooden	Stacey Ann Scott
<b>Treasurer:</b>	Kadian Grant	Kadian Grant
<b>Council Members:</b>	Grace Williams-Ricketts	Grace Williams-Ricketts
	Stacey Ann Scott	Tatica Coke Gooden
	Tatica Coke Gooden	Stacey Ann Scott
<b>Key member:</b>		Tatica Coke Gooden



**Special Interest**  
**GROUPS**  
REPORTS

## Critical Care Special Interest Group

### Introduction

**“You are a child of God. Your playing small does not serve the World. There is nothing enlightening about shrinking so that other people won’t feel unsure around you. We were born to make manifest the glory of God that is within us. It is not just in some of us; it is in everyone.” (M Williamson)**

As we reflect on the past year in our speciality, we celebrate the dedication and expertise of our multidisciplinary team. From lifesaving intervention to compassionate care, our nurses have consistently delivered exceptional patient outcome and experiences.

### Membership

Our membership continues to recover and this year we have seen growth and commitment. We have also lost members due to migration and relocation, never the less we remain resolute in maintaining contact with our default members benefiting from their continued support. We are committed to maintain contact and communication thus fostering continued growth and development.

### Meeting

Meetings are held once every 2 months and we restarted Annual Conference and General Meeting in July of last year, which was a success. We would like to thank all those who make it a grand beginning and has moulded the way for its continuity. Therefore, our upcoming Annual General Meeting will be held on August 29, 2025 at the University of Technology conference Room in Kingston.

### Activities

Our members remain active as we continue to participate in the activities of the NAJ namely;

- Island Council Meetings
- Easter Bunny Treat
- International Nurses’ Day
- Visitation of the Critical Care Nursing Schools
- Social events

Along with other activities specific to the Nurse’s place of work or employment.

### Congratulations

We congratulate our members as they continue to advance in their life whether by graduations. Marriages, additions or promotion. Also, congratulation to all our members whose children were successful in their PEP Examination.

As we close out this year, let us remember that only us can make our life better, so as we come together to enhance our profession let us be bold and committed. Remembering that ever interaction, every clinical decision and every moment of care is an opportunity to make a difference. We are honoured to serve our community and is grateful for the trust placed in us.

**We look forward to continued growth, innovation and collaboration in the year ahead. Always remember, “As we let our own Light shine, we consciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others.” (M Williamson)**

<p><b>Chairperson:</b>  <b>Secretary:</b>  <b>Treasurer:</b>  <b>Public Relations Officer:</b>  <b>Council Members:</b></p> <p><b>Key Member:</b></p>	<p><b>Outgoing:</b>                  Natalie Hylton Levy                  Peta-Gaye Annikie                  Jasmine Benjamin                  Veronique Miller Lewis                  Abigail Naomi Reid</p>	<p><b>Incoming</b></p> <p>Natalie Hylton Levy                  Abigail Naomi Reid                  Natalie Hylton Levy</p>
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## Nurse Practitioners Special Interest Group

Nurse Practitioners have impacted the public health care system in Jamaica for over forty years. They continue to make valuable contributions in meeting the health needs and challenges of the population along the age continuum. The group stands committed to carry out its mandate of delivering quality patient centered care amidst the challenges they face.

### Membership

There are 75 practicing Nurse Practitioners engaged in Primary Care, Secondary Care and Education; a few of which are retired and reemployed. Of this number, 63 are members of the Nurses Association of Jamaica (NAJ), representing 84%. Majority are active members of the Special Interest Group.

### Meetings

Monthly meetings were convened at the Regional level and national meetings were held quarterly. During these meetings Nurse Practitioners were afforded the opportunity to discuss issues that may have affected their practice. Matters that needed additional support were elevated to the level of the NAJ.

### Special Activities

The 8th staging of the Men’s Health Outreach by the Nurse Practitioners of the SRHA took place on November 28, 2024 at the Toll Gate Health Centre in Clarendon. The event was impacted somewhat by rain; however, 40 men were reached. Blood pressure, blood sugar and cholesterol checks were done, as well as DRE and PSA. Mental health and nutrition screening were done along with meal demonstrations. Limited dental services were also offered. The physical activity session was impacted by the rain. Members from the WRHA also participated in a school medical outreach activity in August 2024. In addition to the 24 students, 31 adults were also seen where five Pap smears done and nine referrals made to outpatient clinics. Group members participated in the mental health days as well as other NAJ led initiatives. Members were also in attendance

at the International Nurses Day celebrations at the Pegasus Hotel on May 12, 2025.

Continuing education seminars were conducted at all regional and national meetings. Other workshops and seminars hosted by the Ministry of Health and Wellness and other professional groups were also attended. The national seminar was held in October 2024 under the theme: *‘The heat is on: Recognizing the most vulnerable.’* Mrs. Heather McGrath attended and participated in regional and international conferences.

### Congratulations

Congratulations to all other members who celebrated significant milestones.

### Awards and promotions

The group welcomed the addition of FNP Anthonia Mbah from the WRHA to the fold. Commendations were also extended to MHNP Tackaya Brown Lawrence who was assigned to manage the Child and Adolescent Wellness Centre in St. James.

### Get well/Condolences

We express condolences to all the members who lost loved ones and wish for a speedy recovery to those who are ill.

### Conclusion

The past year has been a trying one for many but there were moments to celebrate. We continue to offer yeoman service in oftentimes difficult circumstances. As we continue to serve the nation, it is hoped that in the coming year the necessary legislation will be enacted to allow for registration and licensure of Nurse Practitioners and the standardization of our practice.

<b>Chairperson:</b>	<b>Outgoing:</b>	<b>Incoming</b>
<b>Recording Secretary:</b>	Jullian Jackson-Scarlett	Jullian Jackson-Scarlett
<b>Treasurer:</b>	Tackaya Brown-Lawrence	Tackaya Brown-Lawrence
<b>Council Members:</b>	Sherrill Josephs-Williams	Ingrid Baker-Hinds
	Jullian Jackson-Scarlett	Ellotha Beckford-Muschamp
	Heather McGrath	Heather McGrath
<b>Key Member:</b>	Heather McGrath	Heather McGrath

Submitted by: **Jullian Jackson-Scarlett**

## **Maternal and Child** **(Victoria Jubilee Hospital)**

### **Introduction**

As the 'BIRTH PLACE OF THE NATION' Victoria Jubilee Hospital continues to strive for excellence in the delivery and care of obstetrics, gynaecology, and sexual reproductive health and gynae-oncology services. Through continued evidence based practice we aim to meet the needs of our population The Maternal and Child group remains committed to upholding the Mission and Vision of this Institution in alignment with the mandate of the Nurses Association of Jamaica.

### **Membership**

Membership currently stands at seventy (75).

### **Employed**

- Twenty one (21) Registered Nurses
- Three (3) Registered Nurse Midwives.

### **Movements**

- One (1) Registered Nurse Midwife transferred in
- Two (2) Registered Nurse transferred out
- One (1) Registered Nurse resigned.

We continued to educate and encouraged our new nurses to become members while we continue to support our devoted and dedicated members.

### **Meetings**

Meetings were originally scheduled to be held every fourth Wednesday of each month. However due to competing activities this was not always maintained. Efforts are ongoing to identify and implement motivational strategies to enhance more membership meetings. On the other hand, in instances where meetings are not held, Whatsapp platform is utilized to keep members informed and updated on the activities and developments of the Association.

### **Special Activities**

January 11, 2025 the Group hosted the 2nd Island Council Meeting. The President Mrs. Dawn Marie Betton-Richads and the Executive Officers, as well as Council Members from across the island and Observers were in attendance. The meeting was very productive and informative.

### **Outreach Programmes**

- A number of our members along with our Chairperson Mrs. Chammon Miller- Wilson participated in numerous health fair activities within communities, church, schools and workplace.
- Members participated in different activities held by the Association such as, meetings also and Regional tours

### **Special Awards and Commendation**

Congratulations to Mrs. Patsy Edwards- Henry who was awarded the Josefa Wouters award for Professional Organisation and Leadership at Caribbean Nurses Organisation Conference held October 2024 Miss Kameka Sellars and Mrs. Racquel Edwards Clarke were selected for Regional awards.

The Issa Trust Foundation in collaboration with a team from Connecticut Children's Center for Global Health, conducted a Neonatal Nurses Essential Training and Skills Programme at the institution Approximately Fifteen (15) Registered Nurse have successfully completed the programme.

Mrs. Lillian McDonald and Mrs. Jodian Crawford-Patterson attended Infection and Prevention Control (IPC) workshop in Birmingham, England.

### **Promotions and Appointment**

- Mrs. Patsy Edwards- Henry is currently pursuing the Global Nursing Leadership Institute programme
- Mrs. Alicia Adamson Clarke currently pursuing the Masters in Nursing Administration
- Mrs. Lillian McDonald has successfully completed Masters in Human Resource Development
- Mrs. Marilyn Baines-Harley has successfully completed Masters in Health Education and Promotion.
- Ms. Hortence Sharpe and Ms. Shaneka Myers have successfully completed BSN in Nursing
- Three (3) Registered Nurse Midwife have successfully completed Nursing Administration and are currently acting as Ward Managers
- Miss Dian Tomlin and Miss Althia Henry have successfully completed Neonatology Nursing.
- Miss Britney Cole has successfully completed Critical Care Nursing
- Miss Carla Pusey has successfully completed Midwifery programme

### **Congratulations**

Sincere congratulations were extended to members and their families who celebrated marriages during the year. Commendations were also offered to members and their children who achieved commendable results in the Primary Exit Profile (PEP) examination. Additionally, Birthday and anniversary greetings were conveyed to members and their families.

### **Get well wishes**

Warm thoughts and heartfelt prayers were extended to members who were unwell or had undergone surgery

**SPECIAL INTEREST GROUPS**

during the period. We wish them strength, comfort and full recovery.

**Condolences**

We express our sincere condolences to members and families who have lost loved ones during the year, we will continue support and keep them in our prayers.

**Conclusions**

Despite the challenges that we encountered, we continue to employ innovative strategies to overcome them in order to provide high-quality nursing care. The Maternal and Child group remains dedicated to fostering active engagement among existing and prospective members. This commitment has contributed to increased participa-

tion in the activities and functions of the association, as well as enhanced awareness of its mission and objectives.

We extend sincere appreciation to all members who actively participated in the Association’s initiative throughout the year. Your dedication, time and service have been vital to our continued progress and impact.

As Maya Angelou once said, “They may forget your name, but they will never forget how you made them feel.” Let us continue to serve with compassion, purpose and pride in our noble profession

	<b>Outgoing:</b>	<b>Incoming</b>
<b>Chairperson:</b>	Mrs. Chammon Miller-Wilson	Mrs. Chammon Miller-Wilson
<b>Secretary:</b>	Ms. Danice Lloyd	Ms. Danice Lloyd
<b>Treasurer:</b>	Mrs. Ruth Morrison-Coward	Mrs. Ruth Morrison-Coward
<b>Assistant Treasurer:</b>	Ms. Abigail Mckenzie	Ms. Jiselle Wedderburn & Ms. Aaliyah Christie
<b>Public Relations Officer:</b>	Mrs. Taison Lawrence- Tyrell	Ms. Carla Pusey
<b>Council Members:</b>	Mrs. Samantha Cammock-Williams	Mrs. Samantha Cammock-Williams
	Mrs. Alicia Adamson- Clarke	Mrs. Alicia Adamson- Clarke
<b>Key member:</b>	Mrs. Alicia Adamson- Clarke	Mrs. Alicia Adamson- Clarke

## Mental Health Nurses Special Interest Group

As mental health discussions have become more normalized, the Community Mental Health Nurses across Jamaica are positioned to take action to transform the perception of mental health by bringing awareness and stigma reduction.

The two service areas in the Community Mental Health Service; Child & Adolescent Mental Health (CAMHS) serve clients ages 4 – 17years and the Adult Services serve clients ages 18 and above are equipped with nurses with the requisite knowledge and motivation to ensure that our mantra “**There is no Good Health Without Good Mental Health**” is experienced.

**Membership**

There are currently over seventy (70) Mental Health Nurses serving in the island. This comprises as follows:

Ministry of Health & Wellness	-	1
UHWI	-	2

UWISON	-	1
SERHA	-	22
SRHA	-	20
WRHA	-	19
NERHA	-	11

At our monthly seminars and workshops held across the island, we endeavored to have presentations on new trends in Mental Health to ensure our nurses remained au fait on new technologies, treatment modalities and practices. All the Health Regions and parishes throughout the year sought to keep up the mental health discussions to the wider populace, engaging them through seminars, health fairs and workshops. Some of our target audiences were school staff (Guidance Councillors, Teachers, Deans of Disciplines), Parent Teachers groups, Churches, Fire Department and members of the Security Forces (JCF). The MHGap initiative continued with the training of clinicians and members of other non medical groups on

**SPECIAL INTEREST GROUPS**

the identification and management of persons living with mental illnesses. In addition, Mental Health nurses collaborated with the Ministry of Local Government & Community Development and facilitated the training of Psychiatric Nursing Aides at the Infirmaries across the island.

During Mental Health Week, celebrated October 6 – 12, 2024 guided by the global theme “**It is Time to Prioritize Mental Health in the Workplace,**” a multiplicity of activities were executed across regions and parishes during the period, to include commemorative church services, road marches, health fairs, conferences face to face and virtual among other mental health promotion activities.

**Special Activities**

The Mental Health nurses continued in their advocacy and empowerment activities geared towards mental wellbeing of clients and their families.

- St Catherine Mental Health nurses maintained active Group Therapy sessions with clients, which helped in strengthening good nurse – client relationships and the empowerment of the clients.
- St Mary Police Mental Health Sensitization Seminars were organized by the CMHS team to ensure Police Officers were updated on their collaborative role in the management of the mentally ill.
- Clarendon CMHS team had a Post hurricane Beryl Relief programme where care packages and water were distributed to affected patients in South Clarendon. Patients were also treated at different clinic sites and on home visits during the Christmas and Easter seasons with refreshments and care packages. Over a hundred children in the Child Guidance Clinics

were treated with back to school items. At the Mental Health Symposium held in May 2025, participants were taught to make floral arrangements to promote mindfulness.

There are presently five (5) Mental Health Nurses pursuing the Masters of Science in Psychiatric /Mental Health Nurse Practitioner programme at UWISON. One (1) Mental Health Nurse proceeded on Pre-retirement leave. One (1) Mental Health Nurse officially retired. Four (4) Mental Health Nurses migrated.

**Condolences**

We regret the passing of the following relatives of our Nurses during the period. Mrs. Stacey Ann Facey-Whyte (St Catherine); mother and father in law. Tragic loss of the son of Mrs. Viltress Hylton – Morris (Trelawny) in June 2025.

**Conclusion**

The Mental Health Nurses are poised to ensure the mental health message is echoed that “**There is no Good Health without Good Mental Health**” We remain united in service.

<b>Chairperson:</b>	<b>Outgoing:</b>	<b>Incoming</b>
<b>Secretary:</b>	Mrs Tackaya Brown-Lawrence	Mrs Tackaya Brown-Lawrence
<b>Assistant Secretary</b>	Ms Melissa Burke	Ms Melissa Burke
<b>Treasurer:</b>	Mrs Stacey Ann Facey-White	Mrs Stacey Ann Facey -Whyte
<b>Assistant Treasurer:</b>	Mrs Viltress Hyatt-Morris	Mrs Viltress Hyatt-Morris
<b>Public Relations Officer:</b>	Mrs Jerolyn Phillips-Cuthbert	Mrs Joan Facey
<b>Council Members:</b>	Ms Yvonne Douglas	Mrs Jacqueline Parchment
	Mrs Leisha Edwards-Thompson	Mrs Marlene Moore-Clarke
	Mrs Marlene Moore-Clarke	Mrs Leisha Edwards-Thompson
<b>Key Council member:</b>	Mrs. Marlene Moore-Clarke	Mrs. Marlene Moore-Clarke

## **School Nurses Special Interest Group**

**Nursing is more than a profession — it is a calling of the heart. For 21 remarkable years, School Nurses across Jamaica have answered that call with compassion, commitment, and excellence.**

As we celebrate this milestone, we reflect on a journey of resilience and professional growth. Despite challenges, we remain united in our mission to safeguard the health and well-being of Jamaica's school communities.

We extend a warm welcome to our new members and deep gratitude to those who have served faithfully through the years. Together, we continue to build a proud legacy of leadership, advocacy, and care.

### **Membership**

The School Nurses Special Interest Group (SNSIG) operates across four zones—Northern, Central, South East, and Western—with a total membership of over two hundred and fifteen (215) nurses. The issue of nurse migration has had its impact on school nursing as well, where schools are forced to hire new graduates and under experienced nurses to fill the roles. As such the senior nurses and leadership have stepped up to provide guidance, even on a daily basis, to maintain accuracy of practice.

To further enhance these efforts, the team is seeking to compile an orientation document which would be distributed to schools islandwide. We continue to encourage our nurses to complete their Nurses Association of Jamaica (NAJ) membership forms and joined the Association to ensure full participation and advocacy support.

### **Meetings Held**

A total of four (4) National Executive meetings and eight (8) zonal meetings were held throughout the 2024-2025 reporting year. We recognize the need for consistency throughout the zones in meetings.

Key Activities & Decisions:

- Instagram account creation and management
- Establishment of a bereavement fund
- Orientation Booklet for New Nurses
- Communication Equipment for Executive members
- Election of Zonal Executive Members

### **Special Activities**

International Nurses' & National School Nurses' Days. School Nurses joined in IND celebrations held across zones recognizing contributions of nurses, we recognize that celebration of Nurses on a whole is in need of improvement across the country and our sectors. As

School Nurses, we also should enjoy the special recognition of work in our field and have decided to take the following measures to see this into reality:

- Petitioning to have the declaration of an Annual School Nurses Day, to be held the Thursday after May 12, IND. This will separate us from the tie-up with International Teachers Day and School Nurses Day, celebrated on May 5.
- Ensuring the submission of our specially recognized days to the Ministry of Education to ensure they are included in the MOEY&I's annual calendar.
- Composing national education spotlight pieces on School Nursing, to educate and expose us to the country

### **Workshops / Seminars**

- The execution of our twenty-first (21st) AGM and Health Education Conference-2025
- Professional development sessions on drug abuse and school safety
- Mental health and suicide prevention seminars
- CME credits issued at April 2025 meeting

### **Outreach & Health Promotion Programmes**

School Nurses across the island continue to meet their mandate of promoting health and wellbeing for all. This approach has seen us conducting promotion and outreach programmes in our schools and within the surrounding communities throughout the year. We observe and highlight health focus needs based on individual school health data as well as the MOHW's focus calendar. Many nurses have established annual and bi-annual exhibitions in areas of most common cancers, NCDs and other major health needs. We partner with intra and inter sector stakeholders to execute programmes such as:

- Breast & Cervical Cancer Awareness – Walks, Mammogram, Pap smear Expos
- Blood Drives - Some schools have quarterly donation sites for the National Blood Bank (NBB)
- World Cancer Day Launch of Trelawny Cancer Support Group
- Donation Drive-Women's Centre in Mandeville, Manchester
- Immunization Drives
- National School Moves & Play Days Parent Month Activities

### **Personal Mentions**

#### **Awardees**

- Mrs. Brown-Thompson (Irwin High): Celebrated 20 years of service on May 6, 2025, at the Catalona Hotel where she was honored for excellence in leadership and service.

## SPECIAL INTEREST GROUPS

### Promotions / Transfers / Retirements

- Congratulations and special thanks to Mrs. Michelle Pinnock Scott, Mrs. Ajua Tucker Wallace, Mrs. Maizelyn Fowler Tapper and Mrs. Angela Forbes on their professional transitions outside of School Nursing. Special thanks for their service.

### Celebrations

- Congratulations to all colleagues who celebrated marriages, birthdays, and births during the year.

### Condolences

We extend our deepest sympathies to:

- Nurses experiencing losses: many of us have felt the sting of death in our own families and we collectively continue to extend our prayers and support to them and their families.
- School Community Losses: Mrs. Simone Mills- Hylton of Inwood High and former School Nurse Posey

The past year has been marked by resilience, growth, and a deep sense of unity. As we reflect on the journey behind us, we also turn our eyes to the road ahead — filled with promise, purpose, and the opportunity to do even more.

May the lessons and legacy of the past year continue to guide our efforts as we support each other, raise our collective voice and work tirelessly to secure the recognition and resources that nurses so rightfully deserve.

Together, we will rise, adapt, and remain steadfast in purpose to nurture our nation's future.

<b>Chairperson:</b>	Jilian Stewart
<b>Secretary:</b>	
<b>Treasurer:</b>	
<b>Council Members:</b>	Yashen Smallwood Jilian Stewart Vyonetta Johnson-Hamilton
<b>Zone members:</b>	Petrena Nelson Shantoi Tinker

## Nurse Anaesthetist Special Interest Group

### Introduction

Nurse Anaesthetist continues to give high quality anaesthesia care to our patients across all ages. Despite the challenges faced, we remain committed to ensure the efficient delivery of Anaesthesia services to our patients. In some institutions the Nurse Anaesthetist remains the sole Anaesthesia provider with remote supervision from the Anaesthesiologist at regional hospitals. We are also actively involved in the management of trauma patients in the Accident and Emergency Department as well as resuscitation on the wards and accompanying patients for diagnostic services and transfer to other institutions for specialized care. The lack of support of training of nurse Anaesthetist by most Regional Health Authorities has resulted in a significant shortage of nurse Anaesthetist in some clinical areas. Currently the Southern Regional Health Authority has the highest number of nurse Anaesthetist as it is the only region currently supporting training.

### Number of Members in Group

Currently there are 33 Nurse Anaesthetists in active practice 5 of whom are retired.

### Meetings Held

Monthly meetings were held via Google Meet platform. Issues relating to the longstanding issue of the Registration/ Legislation and Prescriptive Rights for the Advanced Practice Nurses. Other challenges such as the lack of On Call room at some facilities and the risk the possess to members travelling back and forth to work at nights. We await the completion of the processes of Legislation and Registration of the Advanced Nurses group.

The Annual General Meeting of the Jamaica Association of Nurse Anaesthetist (JANA) was held on April 5, 2025, at the Percy Junor Hospital. Mrs. Dawn Marie Richards, President NAJ was in attendance, and she addressed the

## SPECIAL INTEREST GROUPS

group. Members attended and participated in various meetings held by the NAJ, such as AGM, Quarterly General, Island Council meetings as well as emergency meetings. Our annual webinar will be held in July 2025 via the zoom platform. Members also participated in the capacity building work shop hosted by the MOH&W.

### Special Activities International Nurses Day

Several members of the group attended and participated in International Nurses Day activity which was held at the Jamaica Pegasus Hotel in Kingston on May 12, 2025. Several members attended the International Council of Nurses Congress in Helsinki, Finland.

Members also participated in other activities hosted by the Nurses Association of Jamaica, such as

- Christmas Treats
- Regional Wellness Day
- Orange Day walk
- Easter Bunny Treat

### Workshops

We continue to create ways to ensure the continuing education of our members through the hosting of our Annual Scientific Conference, which was held November 8-10, 2024 at the Hilton Rose Hall, Montego Bay. At this conference our retired Nurse Anaesthetists were given tokens of appreciation. This was well received by those present, members participated in visiting and delivering to those who were unable to attend.

Members also participated in In-service activities at their local hospitals where presentations were made to new nurses and other health professionals.

### Outreach Programme

The St. Elizabeth Infirmary in Santa Cruz was the first beneficiary of our community impact activity as fifty (50)

packages of toiletry items were presented to the residents and bottles of wines were given to the staff during the Christmas season. This was greatly appreciated by staff and residents.

Members participated in Careers Day activities in various schools, gave health talks at churches and participated in health fairs.

We contributed to the NAJ's Easter Bunny and Make a Child Smile activities.

### Personal Mention

Mrs. Karen Roberts Mason was elected to serve on the Executive of the NAJ

### Congratulations

Congratulations to all our colleagues who got married, celebrated birthdays, had babies or became grandparents.

Several members became ill and we continue to pray and support them in their recovery period. We congratulate members who were awarded or recognized in various spheres.

### Condolences

Condolences to those who lost loved ones.

### Conclusion

The Nurse Anaesthetist group remains committed to continue to make a positive contribution to healthcare and the wider society. We look forward to the completion of outstanding issues that relates to our group and the profession of nursing on a whole. Thanks to the members who have worked tirelessly and attended meetings to ensure the continuity of business of JANA.

	Outgoing	Incoming
<b>President</b>	Carol Farquharson Smith	Carol Farquharson Smith
<b>Vice President:</b>	Lorrett Carty Jones	Lorrett Carty Jones
<b>Immediate Past President:</b>	Maxine Nicholson	Maxine Nicholson
<b>Secretary</b>	Yvonne Peart Swaby	Yvonne Peart Swaby
<b>Assistant Secretary</b>	Deidre Clarke	Deidre Clarke
<b>Treasurer:</b>	Karlene Welsh	Karlene Welsh
<b>Assistant Treasurer:</b>	Marcia Cameron Dawkins	Marcia Cameron Dawkins
<b>General Secretary:</b>	Erna P. Reid	
<b>Int'l Federation of Nurse Rep</b>	Lorna Calder	
<b>Council Members:</b>	Andrea Wright	Andrea Wright
	Karen Roberts Mason	Karen Roberts Mason
<b>Key Council member:</b>	Andrea Wright	Andrea Wright

## **Paediatrics Special Interest Group (Bustamante Hospital for Children)**

### **Introduction**

The conference year started with much enthusiasm, everyone was intrigued and was willing to work, however due to resource and Staff concerns some degree of strain was experienced. Despite this, the staff came together and provided adequate nursing care as the demand arises.

### **Membership**

Membership stands at Ninety-two (92). A total of two (2) members resigned and two (2) Retired. Thirty-one (31) new nurses became members.

### **Meetings**

Two formal meetings were held. Members were updated and briefed about the Association's activities through monthly meetings. Nurses were appointed but to date the total numbers and levels for these officers are not available.

### **Special Activities**

Members of the group participated in the following activities held by the Association: -

- NAJ Christmas Treats
- Regional membership wellness day activities
- International Nurses' Day Function held at Pegasus Hotel
- Tea Party - Fundraising
- Sip and Paint - Fundraising

### **Awards and Achievements**

- Miss Denise Orr Acting Departmental Manager was the recipient of Yummy Champion of Change Award.
- Bustamante Hospital for Children was re certified as Baby Friendly Hospital held March 30, 2025
- Two members from the Nurse Managers group are finalists in the Nurse of the Year competition held June 21, 2025. Miss Althea Palmer and Mrs. Sherrice Burrell Anderson.
- Nurse Manager Miss Althea Palmer was assigned as Quality Assurance Officer.
- Nurse Manager and Nurse Educator Miss Grace Chambers was appointed Inservice Education Officer and has reinstated her NAJ membership. She has also commenced a Research entitled "Caregiver perception of overweight and obesity in Primary School Children in Kingston and St. Andrew.
- Bustamante Hospital for Children Accident and Emergency Department benefitted from the Guardian Group Night Run/Walk event held May 10, 2025.
- Bustamante Hospital for Children Oncology Department benefitted from the Optimist and Lions Clubs of Kingston.
- Twenty (20) new nurses were employed.

### **Study Leave**

- Two (2) Registered Nurses pursuing Post Basic Paediatrics Course.
- Two (2) Registered Nurses pursuing Post Basic Accident and Emergency course.
- Two (2) Registered Nurses pursuing Post Basic Intensive Care Unit course
- Two (2) Registered Nurses pursuing Nursing Administration course.
- One (1) Registered Nurses pursuing Post Basic Midwifery course
- One (1) Level 2 Nurse pursuing Masters in Education

### **Congratulations**

- Two (2) members returned to work after being interdicted for eighteen months.
- One (1) Enrolled Assistant Nurse transitioned to Registered Nurse and is now a member
- One (1) Patient Care Assistant transitioned to Registered Nurse.

### **Births**

- Mrs. Karen Blair Jackson on the birth of her baby boy
- Miss Kerissa Wint on the birth of her baby boy
- Mrs. Jodian Wallace Shrouder on the birth of her baby boy.
- Congratulations to all members whose children were successful in their, Primary Exit Profile and College Exams

### **Condolenses**

Miss Judith Green lost her brother  
Mrs Jodian Wallace Shrouder lost her grandmother  
Mrs Icema Elliott Johnson lost her niece and brother.

### **Get Well**

Miss Cheryl Desport  
Mrs Denese Dacres Reeves  
Miss Davia Tucker

### **Conclusion**

According to Elizabeth Kenny, "Nursing is more than a Career it's a noble calling that touches the life of people at their most vulnerable". Despite the challenges, the nursing staff at the Bustamante Hospital for Children remain steadfast in giving quality care to our vulnerable clients. We remain "United in Service."

	<b>Outgoing:</b>	<b>Incoming</b>
<b>Chairperson:</b>	Mrs. Racquel Easington Sewell	Mrs. Racquel Easington Sewell
<b>Asst. Chairman:</b>	Mrs. Denese Dacres Reeves	Mrs. Denese Dacres Reeve
<b>Secretary:</b>	Miss Cheryl Desport	Miss Kadean Penn
<b>Treasurer:</b>	Miss Shamara Morrison	Mrs. Viltress Hyatt-Morris
<b>Assistant Treasurer:</b>	Mrs. Jerolyn Phillips-Cuthbert	Mrs. Joan Facey
<b>Council Member:</b>	Mrs. Racquel Easington-Sewell	Miss Althea Palmer
	Miss Althea Palmer	Mrs. Racquel Easington-Sewell
<b>Key member:</b>	Mrs. Racquel Easington Sewell	

## Public Health Nurses Special Interest Group

### Introduction

Public Health Nurses (PHNs) continue to serve as vital catalysts for systemic change, shaping the health landscape through their pivotal roles in disease surveillance, outbreak management, disability and injury prevention, and comprehensive health promotion. Rooted in a commitment to population health, PHNs champion the development of strong communities and resilient health systems—both critical to improving the well-being of individuals, families, and entire populations.

Working across diverse and dynamic settings, Public Health Nurses collaborate with multi-sectoral partners to address evolving public health challenges and respond to the unique needs of the populations they serve. In the Primary Health Care system, PHNs play a key leadership role in the management of nursing and midwifery personnel and services, ensuring the delivery of high-quality, coordinated, and client-centered care across the life course.

The PHNs responsibilities span a broad scope, including:

- Coordination of care throughout the life cycle
- Delivery of patient centered and follow-up care
- Maintenance of active and passive disease surveillance systems
- Planning, implementation, and evaluation of health programs
- Provision of health maintenance, restorative, and palliative care

The 2025 International Council of Nurses (ICN) Congress theme, “Nursing Power to Change the World” resonates deeply with the core mission of Public Health Nurses. In alignment with this global call to action, our group continues to embody unity, leadership, and innovation in promoting equitable health outcomes and advancing professional nursing practice.

This report summarizes the achievements, priorities, and continued efforts of our group during the reporting period.

### Membership

With a current membership of 198 active members, our team remains steadfast in advancing public health goals and professional excellence.

### Meetings

Bi-monthly meetings were consistently held on the first, fifth days of each month, with a strong emphasis on continuous capacity building. All meetings included, targeted professional development initiatives to enhance knowledge, skills, and leadership competencies. Topics addressed spanned a wide range of relevant areas, including:

- Monitoring and evaluation frameworks
- Mentorship and succession planning
- Impacts of climate change on public health
- Scope of practice and regulatory updates
- Strategic planning and development of Standard Operating Procedures (SOPs)
- Standardization of clinical practice across facilities

### Special Activities

In addition to routine engagements, our members enthusiastically participated in special initiatives throughout the year.

- International Nurses’ Day and Nurses Week celebrations.
- Community outreach projects such as the “Make a Child Smile” initiative and Easter Bunny Treat.
- Participated in International Council of Nurses Congress, 2025 in Helsinki, Finland.
- Representation of the profession at national conferences and other professional development forums.

## SPECIAL INTEREST GROUPS

### Congratulations

We extend heartfelt congratulations to all my Public Health Nurses who have:

- given birth
- been married
- successfully completed courses
- received national and other awards
- children who were successful in CSEC, CAPE, PEP and other exams

Special mentioned are:

- Mrs. Dawn Marie Richards, who was elected President of the Nurses Association of Jamaica for a second term
- Mrs. Constance Roberts-Perkins, who was one of six distinguished recipients of the NAJ Presidential Awards 2024.

### Promotions:

- Mrs. Loraine Greene-Holt who was appointed to HPC/RN5

### Get Well and condolences

We extend our sincere wishes for a swift recovery to all members and their families who were and now currently experiencing illness.

We offer our heartfelt condolences to those members who have lost loved ones or colleagues.

We remain committed to providing support and comfort, as exemplified by the efforts of the Spiritual Remnant Sub-committee.

<b>Chairperson:</b>	<b>Outgoing:</b>	<b>Incoming</b>
<b>Secretary:</b>	Norda Spencer DeKid	Carol Smith Beharie
<b>Treasurer:</b>	Angella Colquhoun	Angella Colquhoun
<b>Assistant Treasurer:</b>	Marleen Stephenson	Marleen Stephenson
<b>Council Members:</b>	Mrs. Jerolyn Phillips-Cuthbert	Mrs. Joan Facey
	Constance Roberts-Perkins	Carrialeisa Rushton
	Dawn Marie Richards	Dawn Marie Richards
<b>Key member:</b>	Dawn Marie Richards	Dawn Marie Richards

Prepared by: **Carol Smith Beharie**

## Senior Administrative Nursing Group (SANG)

**“Coming together is a beginning, staying together is progress, and working together is success” – Edward Everett Hale.**

The Senior Administrative Nursing Group (SANG) continues to play a pivotal role in shaping health care policy, ensuring safe and high-quality care amidst the growing trends and numerous challenges within the health care system. There is the call for nursing leaders to Unitedly embrace each other and work diligently to make the nursing dream become a reality.

### Membership

Members comprise of Director, Nursing Services, Deputy Director, Nursing Services, Departmental Nurse Managers, Senior Public Health Nurses and Senior Level3 nurses (Acting Level 4).

### Meetings

Meetings are held third (3rd) Fridays of each month excluding October, December and July. No meeting

was held in April as it was observed as a Holiday (Good Friday). Each meeting is hosted by a different facility which fuels an increase in the attendance of members, fosters robust discussions and helps in strengthening leadership capacity. A total of six (6) meetings were held for the year in focus. Twenty-two (22) members attended our Annual Social held at the Catalonia Hotel, Montego Bay where selection of incoming officers to serve for the year 2025/2026 was done. The comradery and interaction shared among team members were astounding.

### Achievements

- The following members were recipients of Long Service Awards for serving 25 years in the Public Sector: Mrs. Feron Brown Hamilton, Miss Nicola Brown, Miss Nicola Powell and Mrs. Michelle Hales Thompson.
- Miss Novellette Robinson, appointed to the Advisory Board of the University of Technology (UTECH) and Treasurer for the Caribbean Nurses Organization (CNO).
- Mrs. Lillian Lewis McDonald completed the MSc in Human Resource Management at the University of the West Indies (UWI).

## SPECIAL INTEREST GROUPS

- Miss Candice Thompson elected President for the Kiwanis Club of Young Professionals, Spanish Town.
- Some members were part of the Nurses Association of Jamaica (NAJ) delegation that attended the 33rd CNO Conference, Guyana and the 30th International Council of Nurses (ICN) Congress in Helsinki, Finland. Special mention must be made of the Sir John Golding Rehabilitation Centre team headed by Miss Andrea Christie who made presentation at ICN 2025.
- We congratulate all nursing leaders who successfully completed courses and/or received promotions.

### Get Well

Get well wishes were extended to members who were ill or recuperating from effects of ill-health. Continued prayers are in effect for Mrs. Mureen Young Sewell who remains on extended sick leave.

### Condolences

Prayers and words of comfort were extended to colleagues who lost loved ones. Special condolences have been offered to the family of our late colleague, Mrs. Refaleta Campbell, Retired Public Health Nurse (PHN) who served with distinction.

### NAJ/SANG AWARD

The group continues to conduct its annual Award for Excellence in Clinical Nursing to Primary and Secondary care alternately. For this year in review, **twenty-six (26)** Type 2 Health Centres across Jamaica were audited despite the grave impact of Hurricane Beryl. Scores ranged from 27% to 95%, with 72% of the facilities scoring above 60 points. **3rd Place – Down’s Health Centre (75 points); 2nd Place – Granville Health Centre (82 points) and 1st Place – Raymond Health Centre (95 points).** The Awards were presented at the NAJ’s 78th Executive and 54th Island Conference held October 2024 at the Moon Palace Hotel. For 2025/2026, the Type B Hospitals will be audited.

### Membership Empowerment

We continue to improve the wellbeing of our members through educational sessions. The sessions held were included improved self-care, enhancing financial stability and fostering support. Topics included:

- The Art of “Makeup”
- Extra Hours Worked Policy
- Lifestyle: How Are You Living?
- Protect Your Back: Ergonomics and Injury Prevention
- Let’s Talk Life: Why Buy Life Insurance?

Members attended several Capacity Building Workshops/ Seminars hosted by the Chief Nursing Office, Nursing Council of Jamaica (NCJ), NAJ and the Regional Health Authorities.

They also participated in activities of the NAJ such as:

- Christmas Treat, “Make A Child Smile”
- Orange Day Walk
- Easter Bunny Treat
- Regional Wellness Tours
- Meeting with Ministry of Finance for Public Service (MOFPS) & Ministry of Health and Wellness (MOHW)
- International Nurses Day Media Launch held May 12, 2025 at the Pegasus Hotel.

### Special Commendation

Commendations are extended to our dedicated members who remain active; ensuring that the voice of nursing leaders remain relevant, empathetic and focused on staff empowerment. Thanks to the NAJ, NCJ and the CNO for the hard work in strengthening advocacy, regulation and policy in order to advance nurses and nursing.

### Conclusions

Despite the deepening nursing challenges, the group remains committed to lead, mentor and ensure our nurses are duly cared for in order to sustain a motivated workforce that will offer excellent care to our customers and stakeholders and help to strengthen our nation’s economies.

	<b>Outgoing:</b>	<b>Incoming</b>
<b>Chairperson:</b>	Miss Vivette Lawrence	Miss Vivette Lawrence
<b>Vice Chairman</b>	Mrs. Nadine Anderson Lawrence	Mrs. Nichola Fowler Higgins
<b>Recording Secretary:</b>	Mrs. Fione Collins	Mrs. Fione Collins
<b>Asst. Recording Secretary:</b>	Mrs. Andrea Dawkins Powell	Mrs. Olivia Williams Coombs
<b>Treasurer:</b>	Miss Candice Thompson	Miss Candice Thompson
<b>Assistant Treasurer:</b>	Miss Novellette Robinson	Mrs. Michelle Hales Thompson
<b>Council Members:</b>	Mrs. Debby Ann McKenzie Cookes	Mrs. Debby Ann McKenzie Cookes
	Miss Novlette Arthurs	Miss Novlette Arthurs
<b>Key member:</b>	Miss Novlette Arthurs	Miss Novlette Arthurs
<b>Education Chair:</b>	Miss Andrea Christie	Miss Andrea Christie
<b>Good Chair:</b>	Mrs. Michelle Finnikin Campbell	Miss Novellette Robinson
<b>Good Chair Assistants:</b>	Mrs. Karen Lawe	Mrs. Shernette Muirhead

*Submitted by: Fione Collins, Recording Secretary*

## **Nephrology Special Interest Group**

**There is no greater thing you can do with your work than follow your passions – in a way that serves the world and you. - Richard Branson**

The Nephrology Special Interest Group continues to promote excellence in kidney care through professional development, collaboration, and advocacy. This report highlights the key activities, achievements, and future goals of the group for 2024/2025.

### **Key Activities and Achievements Educational Seminars and workshops**

Education sessions held on topics such as Chronic kidney disease management, and vascular access care.

MIRCERA Training Workshop in collaboration with pharmaceutical partners – Nephrology Nurses across the island attended.

The Kidney Series “Life Still Counts,” – A program for patients and caregivers living with kidney disease.

Caribbean Nephrology Seminar at Pegasus – well attended by Nephrologist, Nephrology Nurses Dialysis and Biomed Technicians locally, Regionally and Internationally.

World Kidney Week – celebrated in March 9 – 15, 2025 both locally and internationally. The activities were as follows:

- Church Service to announce the weeks activities at different churches across the island.
- Blood drive at different locations across the island to assist in procuring blood for our patients.
- Health fair was conducted at different locations across the island – where screenings and educational outreach was done.
- Patients poster competition
- Modelling competition
- Patients dinner
- Educational talks from Dietitian, Physiotherapist and Pharmacist throughout the week.

### **Advocacy and community outreach**

Kidney Health Foundation – creating a patient group to assist patients islandwide  
Advocate for inclusion of more Nephrology supplies on the national essential drug list.

### **Membership and Engagement**

Membership grew by approximately 3% through targeted outreach and membership.  
Whatsapp group to enhance communication.

### **Challenges**

- Need for better access to dialysis machines and consumables in public units.
- Limited funding for research and outreach activities.
- Shortage of trained Nephrology nurses in rural areas.

### **Congratulations**

Congratulations to Mrs Bartley-Smyle on the birth of her baby boy, and to all the other members with their bundle of joys.

Congratulations to all our members who got married and celebrated birthdays.

Congratulations to all the Nephrology nurses who completed and was successful in the Nephrology Nursing Program under the tutelage of Mrs Jean Palmer-Grant.

Congratulation to Mrs Jean Palmer-Grant on the successful launch of her program “Life Still Counts.”

### **Awardee**

Miss Tonia-Ann Hollingsworth – First place in Oral & Practical Exam, Outstanding Academic performance, Outstanding Clinical performance.

Miss Melissa Henry – Second place in Oral & Practical Exam, Second place in Outstanding Academic performance.

Sashagay Brown – Third place in Oral & Practical Exam, Third place in Outstanding academic performance.

<b>Chairperson:</b>	<b>Outgoing:</b>	<b>Incoming</b>
<b>Recording Secretary:</b>	Marika Davis-Miller	Marika Davis-Miller
<b>Assistant Secretary:</b>	Linda Patmore	Linda Patmore
<b>Treasurer:</b>	Tonia- Ann Hollingsworth	Tonia- Ann Hollingsworth
<b>Council Members:</b>	Kimar Bartley-Smyle	Kimar Bartley-Smyle
	Linda Patmore	Antonia Stewart
	Shantol Lewis	Lavern Smith
<b>Key member:</b>	Shantol Lewis	Antonia Stewart

## Retired Nurses Special Interest Group

The Retired Nurses Group remains committed and enthusiastic members of the Nurses Association of Jamaica. This report covers the period June 2024-May 2025.

### Meetings

Meetings are held face to face on the third Saturday of each month, with breaks in August and December. Of the 32 members, 20-25 regularly attend meetings, where there are stimulating discussions that produce affirmative actions. At each meeting we acknowledged, and serenaded members celebrating birthdays and anniversaries and presenting them with cards. Reports are shared on colleagues who are sick and homebound. Group members conduct visits and maintain contact via telephone. A report is also given on the Golden Retreat. Update on NAJ activities are shared. Work continues on the establishment of a Care Fund to assist members of the Group.

### Special Activities:

- Facilitated educational session for members on the work of the Caribbean Community of Retired Persons
- Chairman Mrs. Yvonne Stewart was a guest on the Caribbean Community of Retired Persons (CCRP) programme on July 14, 2024, where she shared information on the activities of the Group
- Co-hosted the NAJ's 78th Annual General Meeting and 54th Island Conference held at Moon Palace Resort and assigned 6 members who worked with the NAJ team during the event.
- Participated in all activities executed by the NAJ, namely AGM/Island Conference, Easter Bunny Treat, Fish Fry, Summer School, International Nurses Day and Nurses Week. The Chairman presented gift baskets to the Nurse and Nursing Student of the year on behalf

of the management of Sovereign Supermarket and one gift from the Group to the Nurse of the Year.

- Hosted The Retired Nurses Annual Christmas Luncheon on December 10, 2024, at the Alhambra Inn. The guest speaker was Dr. Joy Lyttle who spoke on the impact/work of the Group on strengthening the profession. The function was well attended and enjoyed by all
- Hosted Annual Outing on April 23, 2025, twenty-eight members and friends visited the Puerto Seco Beach in Discovery Bay. This was enjoyed by all who attended.
- **Fundraising:** commenced ticket sales for a virtual fundraising tea party to be held on July 26, 2025, proceeds in aid of the Group's Care Fund.

### Personal mention:

- **Congratulations:** several members celebrated significant birthdays.
- **Condolences:** The Group lost members during the year and conveyed condolences to their families, friends and coworkers. Cards were sent and members made visits and attended funerals where possible. Special mention of late Mrs. Murlene Anderson Davis, active member of NAJ and past Chairman of the NAJ Credit Union. Several members attended her funeral and paid tribute.

### Conclusion

The group embraces Faith, Hope and Love as dynamic forces that change dreams to realities. Our focus is to strengthen the support of colleagues and the profession as we remain "United in Service".

	<b>Outgoing:</b>	<b>Incoming</b>
<b>Chairperson:</b>	Yvonne Stewart	Yvonne Stewart
<b>Vice Chair:</b>	June Fray	June Fray
<b>Recording Secretary:</b>	Claudett James	Claudett James
<b>Assistant Secretary:</b>	Dorrea Daley	Dorrea Daley
<b>Treasurer:</b>	Elaine Lattibeaudere	Elaine Lattibeaudere
<b>Assistant Treasurer:</b>	Winnifred Dyer	Winnifred Dyer
<b>Council Members:</b>	Graceline Satchell	Claudett James
	Zetta Bruff	Zetta Bruff (Key)

Prepared by: **Claudett James**, Secretary

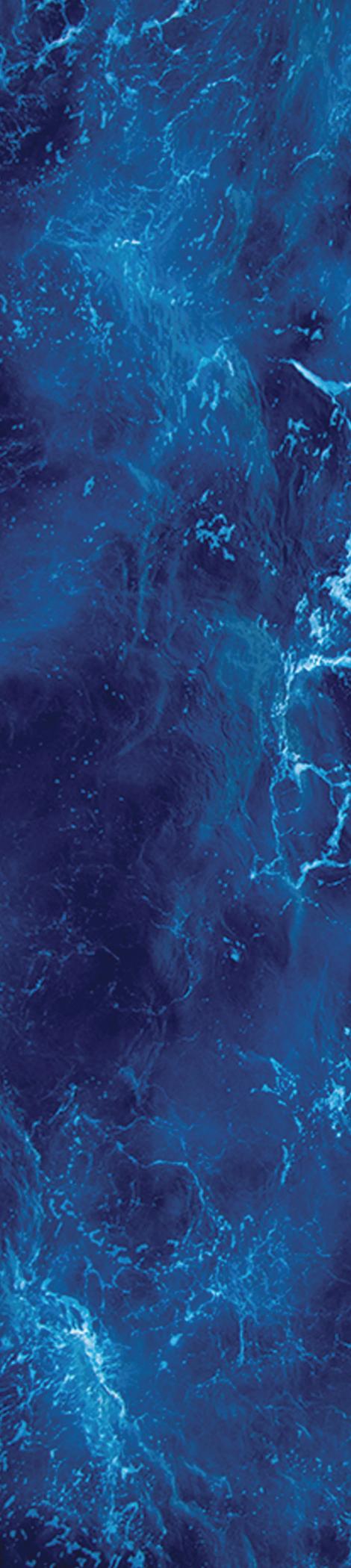
## Nurse Managers Special Interest Group

In today's dynamic health care system effective leadership and management are two important tenants of all professional nurses. The Nurse's Managers Group contributes to its members through its active WhatsApp group of over 80 members dispersed throughout the island. The group provides opportunities for its members to engage in rich lively communications that enhances professional growth development.

Despite the challenges of continued face to face interaction we have managed to have both online and few face-to-face meetings. We are also faced with several of our members competing with other priorities thus reducing commitment to the group. An unknown authors states "Turn your wounds into wisdom, they're the source of resilience' therefore the Nurse Manager's Special Interest Group will not detour despite the challenges but remain United in Service.

We extend congratulations to all our members who have acquired academic and other achievements. Several of our Mangers have entered The NAJ Lasco Nurse of the Year Competition and we commend them all. To those who have lost loved ones, be comforted knowing that wherever a beautiful soul has been there is a trail of beautiful memories.

<b>Chairperson:</b>	<b>Outgoing:</b>	<b>Incoming</b>
<b>Assistant Chairperson:</b>	Teasha Davis King	Teasha Davis King
<b>Recording Secretary:</b>	Lillian Lewis McDonald	Lillian Lewis McDonald
	Corlette Spencer	Corlette Spencer
	Camille Williams	Camille Williams
<b>Council Members:</b>	Teasha Davis King	Teasha Davis King
	Lillian Lewis McDonald	Lillian Lewis McDonald
<b>Key Member:</b>	Lillian Lewis-McDonald	



**78th Annual  
General Meeting  
Worship  
Service**

**78TH ANNUAL GENERAL WORSHIP SERVICE  
HELD ON THURSDAY, OCTOBER 10, 2024  
AT THE MOON PALACE. HOTEL (OCHO RIOS, ST. ANN)**

Mrs. Denese Dacres Reeves, 1st Vice President of the Nurses Association of Jamaica (NAJ) led the group in the devotional exercise which commenced at 9:17 am. She welcomed all present and expressed gratitude to God for allowing persons to be able to gather in such a fashion as this and how grateful she was to be able to see another day. The Praise and Worship team, led the group in the singing of some choruses.

Mrs. Chrisan Barrett Nedrick, Assistant Treasurer, read the scripture, taken from St. Luke 10 verses 30 to 37, after which Mrs. Heather McGrath, 3rd Vice President prayed. Welcome was offered by Mrs. Marlene Moore Clarke on behalf of the host group. She shared from Psalm 133:1 **“How good and how pleasant it is when brethren can come together and dwell in unity.”** She encouraged members to enjoy the service and wished for all a productive and wonderful Annual General Meeting and Island Conference.

The group then sang, **“I will enter in His gates”** during which an offering was collected, which was blessed by Mrs. Alicia Adamson Clarke. Following the collection of the offering the group then sang the hymn **“I am a glad pilgrim on my way.”**

The guest speaker, Student Pastor Nathan Knight of the Bethel Bible College of the Caribbean, was introduced by Mrs. Claudine Douglas Cole. He expressed how happy he was to have been invited to such a celebration and explained that the theme **“Caring with Purpose”** was in alignment with the scripture. Minister Knight stated that the scripture read, highlighted many areas that he proposed to be interchanged with Nursing. He coined three sub-themes from the passage and offered a link between the acts in the passage and Nursing. The sub-themes were:

#### **Caring with purpose**

This sub-theme he coined and referred to it as being compassionate and concerned. The concern that moves one to act.

#### **Continuous care**

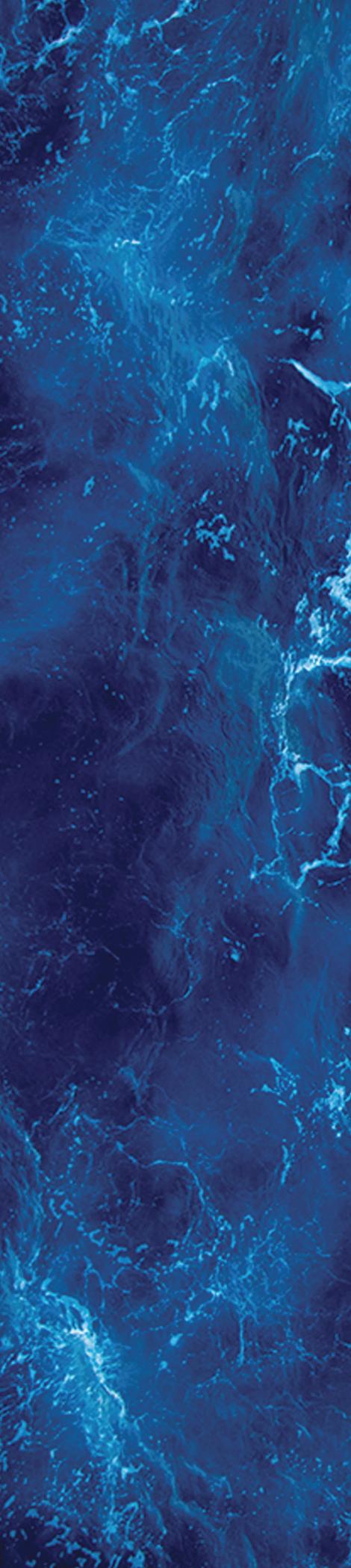
Minister Knight added that the scriptures speak to continuous care being like David in the pasture as he continued to watch over the sheep continuing to ensure the safety of the flock.

#### **The act of courageous commitment**

He mentioned that seeing the process through despite the cost, is a level of commitment that goes beyond convenience. Minister Knight explained that as Nurses we go beyond the convenience, embodying Christ and reflecting Christ's sacrificial love.

In closing, he asked that Nurses should continue to stay committed to the task, and with God as our guide, we will be able to carry out all the tasks we have to do efficiently and effectively. He then prayed for the Nurses Association of Jamaica.

Minister Nathan Knight was presented with a token of appreciation by Mrs. Claudett James a member of the Host groups and the vote of thanks was offered by Miss Zetta Bruff a member of the Host Group.



**Minutes of the  
78th Annual  
General  
Meeting**

**MINUTES OF THE 78TH ANNUAL GENERAL MEETING OF THE  
NURSES ASSOCIATION OF JAMAICA (NAJ)  
HELD THURSDAY, OCTOBER 10, 2024 AT THE MOON PALACE HOTEL,  
OCHO RIOS, ST. ANN, JAMAICA**

**Call to Order**

Mrs. Dawn Marie Richards, President of the Nurses Association of Jamaica (NAJ) called the meeting to order at 11:16 am.

**Invocation**

Mrs. Denese Dacres-Reeves, 1st Vice President of the Nurses Association of Jamaica (NAJ) led the group in the devotional exercise which commenced at 9:17 am. She welcomed all present and expressed gratitude to God for allowing persons to be able to gather in such a fashion as this and how grateful she was to be able to see another day. The praise and worship team then led the group in the singing of some choruses. Mrs. Chrisan Barrett-Nedrick, Assistant Treasurer, read the scripture taken from St. Luke 10 verses 30-37 after which Mrs. Heather McGrath, 3rd Vice President prayed.

The group then sang, "**I will enter in His gates**"..... during which an offering was collected, which was blessed by Mrs. Alicia Adamson-Clarke. Following the collection of the offering the group then sang the hymn "**I am a glad pilgrim on my way.**" Mrs. Dacres-Reeves then wished for the group a productive day.

**Roll Call & Quorum for the Meeting**

Mrs. Kahon Duhaney Gordon, Recording Secretary, conducted the Roll Call, and a quorum was duly constituted with twenty-seven (27) out of thirty-six (36) groups present.

**Present were:**

- Clarendon "A" Percy Junor Hospital
- Kingston "A" Kingston Public Hospital
- Kingston "B" Bellevue Hospital
- Hanover Noel Holmes Hospital
- Manchester Mandeville Regional Hospital
- St. Andrew "A" UHWI
- St. Andrew "B" National Chest Hospital
- St. Andrew "C" Sir John Golding Rehabilitation Centre
- St. Ann Regional St. Ann's Bay Regional Hospital
- St. Catherine "A" Spanish Town Hospital
- St. Catherine "B" Linstead Hospital
- St. Elizabeth Black River Hospital
- St. James Cornwall Regional Hospital
- St. Mary "A" Port Maria Hospital
- St. Mary "B" Annotto Bay Hospital
- St. Thomas Princess Margaret Hospital
- Westmoreland Savana-la-mar Hospital
- Critical Care Special Interest Group
- Community Mental Health

- Family Nurse Practitioners
- Maternal & Child Victoria Jubilee Hospital
- NASIG
- NMSIG
- Paediatrics Bustamante Hospital for Children
- PHNSIG
- RNSIG
- Senior Administrative Nursing Group (SANG)

**Absent were:**

- Oncology
- Clarendon "B" Lionel Town Hospital
- Clarendon "C" May Pen Hospital
- Portland Port Antonio Hospital
- Trelawny Falmouth Hospital
- SNSIG
- NESIG
- Nephrology Special Interest Group
- Nursing Students

**Apologies for Absence**

Apologies were tendered on behalf of:

- Mrs. Sandra Chisholm-Ford 2nd Vice President
- Mrs. Janett Coore-Farr, Past President
- Mrs. Patricia Ingram-Martin MOH&W
- Mrs. Riana King-Burke Kingston "B"
- Mrs. Refaleta Campbell RNSIG

**Welcome by Host Groups**

The welcome was offered by Mrs. Marlene Moore-Clarke on behalf of the Host Group, and she shared from Psalm 133:1...."How good and how pleasant it is when brethren can come together and dwell in unity". She encouraged members to enjoy the ambiance of the hotel, and wished for all a productive and wonderful Annual General Meeting.

**Chairman's Opening Remarks**

Mrs. Dawn Marie Richards, shared with the group a poem entitled "**IF**" by Rudyard Kipling

If you can keep your head when all about you  
Are losing theirs and blaming it on you,  
If you can trust yourself when all men doubt you,  
But make allowance for their doubting too;  
If you can wait and not be tired by waiting,  
Or being lied about, don't deal in lies,  
Or being hated, don't give way to hating,  
And yet don't look too good, nor talk too wise:  
If you can dream—and not make dreams your master;  
If you can think—and not make thoughts your aim;

**MINUTES OF THE 78TH ANNUAL GENERAL MEETING OF THE NURSES ASSOCIATION OF JAMAICA (NAJ)  
HELD THURSDAY, OCTOBER 10, 2024 AT THE MOON PALACE HOTEL,  
OCHO RIOS, ST. ANN, JAMAICA (cont'd.)**

If you can meet with Triumph and Disaster  
And treat those two impostors just the same;  
If you can bear to hear the truth you've spoken  
Twisted by knaves to make a trap for fools,  
Or watch the things you gave your life to, broken,  
And stoop and build them up with worn-out tools:

If you can make one heap of all your winnings  
And risk it on one turn of pitch-and-toss,  
And lose, and start again at your beginnings  
And never breathe a word about your loss;  
If you can force your heart, nerve, and sinew  
To serve your turn long after they are gone,  
And so, hold on when there is nothing in you  
Except the Will, which says to them: 'Hold on!'

If you can talk with crowds and keep your virtue,  
Or walk with Kings—nor lose the common touch,  
If neither foes nor loving friends can hurt you,  
If all men count with you, but none too much;  
If you can fill the unforgiving minute  
With sixty seconds' worth of distance run,  
Yours is the Earth and everything that's in it,  
And—which is more—you'll be a Man, my son!

She stated that this poem offers advice on how to face life's challenges with courage, integrity, and resilience. She encouraged all members to reflect on the words. She highlighted that we should believe that we can all do things right, even though the world is falling apart.

**Congratulations/Get Well/Condolences**

Congratulations were extended to all members who completed courses, achieved personal goals, got married, had babies, and received appointments. Special mention was made of the following persons:

**Special Mention**

- Mrs. Dawn Marie Richards, President, appointed to the Nursing Advisory Committee at the College of Health Sciences, UTECH
- Miss Abigail James, St. Elizabeth (Black River Hospital), crowned NAJ/LASCO Chin Foundation, Nurse of the Year 2024-2025
- Miss Rochelle Mendez and Miss Davia Dwyer, Manchester (Mandeville Regional Hospital), were crowned NAJ/LASCO Chin Foundation 1st and 2nd Runners- Up Nurse of the Year 2024-2025 respectively.
- Miss Aiesha Anderson, Browns Town Community College School of Nursing, crowned NAJ/LCF Nursing Student of the Year 2024-2025, and recipient of the Barry Wint Scholarship

- Miss Anika Barrett, Knox Community College School of Nursing, and Miss Cherelee Brown UWISON, Western Campus, were crowned NAJ/LASCO Chin Foundation 1st and 2nd Runners- up Nursing Students of the Year 2024-2025, respectively.
- Mrs. Claudett James, RNSIG, appointed Chairman of the Nursing Council of Jamaica
- Mrs. Shantal McLean-Ford, St. Andrew "A", awarded UHWI Nurse of Excellence 2024
- Miss Norine Roberts, St. Catherine "A", recipient of the Barry Wint Scholarship
- Miss Marsha Brown, KSA, recipient of the Barry Wint Scholarship
- Miss Novellette Robinson, SANG, appointed to the Nursing Advisory Committee at the College of Health Sciences, UTECH
- Mrs. Janett Coore-Farr, Past President, awarded National Honour... OD Commander Class
- Mrs. Constance Roberts-Perkins, PHNSIG, was inducted as a member of the Optimist Club of Kingston.
- Professor Adella Campbell was awarded Global Nurse of the Year, Global Health Award, and was placed 1st runner up in Research and Academia categories
- Miss Andrea Christie, SANG, conferred Justice of the Peace for St. Andrew
- Mrs. Heather McGrath, 3rd Vice President, son was awarded the Principal's award at the University of the West Indies

**Appointments/Promotions**

- Mrs. Keron Jackson-Phillips and Mrs. Marlene Millington-Weise, Hope Institute Hospital appointed Director and Deputy Director of Nursing Services, respectively.
- Miss Christel Cargill and Miss Lorna McDonnough, St. Mary appointed HPCR/N/4
- Mrs. Meisha Young-Lewars, St. Mary "B", appointed HPC/RN3
- Miss Anastacia Rose, St Ann Regional Group, appointed Deputy Director of Nursing Services at the St. Ann's Bay Regional Hospital.
- Miss Romey Ann Hibbert, Hanover (Noel Holmes Hospital), promoted Acting Ward Manager/Inservice Education Officer
- Miss Rochelle Stephens, Hanover (Noel Holmes Hospital), appointed HPC/RN3

**Post basic/Advanced Nursing Courses**

- Mrs. Nyasha Thompson-Bailey, Clarendon "A", completed Psychiatric Nursing Programme
- Miss Nadia Campbell, Clarendon "A", completed Emergency Room Nursing Programme
- Mrs. Latoya Rose-Pencle, Clarendon "A", completed Nursing Administration Programme

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- Miss Jervine Richards and Miss Shermaine Johnson, Clarendon "A", completed Post basic Midwifery Nursing Programme
- Mrs. Teasha Davis-King, Nurse Managers Group, completed MSc. in Health Service Administration with 1st Class Honours
- Miss Ramone John, KSA, completed BSc in Public Health Nursing
- Miss Terrion Smith, Miss Ann Marie Menzie, Mrs. Everine Smikle, PHNSIG, completed Nursing Administration Programme.
- Miss Swaimoi Johnson and Mrs. Brenda Lee Robinson-Honeghan, St. Catherine "A", completed MSc in Advanced Nursing Education Critical Care Programme
- Mrs. Sarah Cohen-Perkins, St. Catherine "A", completed Nephrology Programme
- Miss Shasheka Blair and Miss Kimberly Henderson., St. Catherine "A", completed Critical Care Nursing Programme
- Miss Rochelle James and Miss Kashieka Livingston, St. Catherine "A", completed Post Basic Midwifery Programme
- Mrs. Corlette Francis-Spencer, St. Thomas, completed Post Basic Nursing Administration Programme
- Miss Denise James and Mrs. Patrice Spencer-Robinson Kingston "A", completed Post Basic Midwifery Programme
- Miss Andrea Wright, Nurse Anaesthetists, completed the MSc. in Health Service Administration
- Mrs. Lillian Lewis-McDonald, Nurse Managers Group, completed MSc. Human Resource Management
- Miss Taneisha Bailey, St. Mary "A", completed Nursing Administration Programme
- Miss Sacharna Johnson and Miss Kodi Williams, St. Mary "A", completed Emergency Room Nursing Programme.
- Miss Beretta Thomas, Kingston "B", completed Post Basic Midwifery
- Miss Abigail James, St. Elizabeth (Black River Hospital), completed Neonatology Course
- Miss Kimone Davis and Miss Kiera Lee Smith, St. Elizabeth, completed Critical Care Nursing Programme
- Mrs. Lorean Stephens-Buchanan and Mrs. Danielle Granston, St. Elizabeth, completed Post Basic Midwifery Programme
- Mr. Neil Brown, St. Mary "B", completed Nursing Administration Programme
- Mrs. Millicent Lue-Smalling, Miss Shannon Bowden, and Miss Margaret Robb, Maternal & Child, completed Nursing Administration Programme
- Miss Hortense Sharpe, Maternal & Child, completed BSc Registered Nurse Programme at the Excelsior Community College of Nursing
- Miss Brittney Cole, Miss Cassandra Hutchinson, Miss Shamar Mayne, and Miss Jessica Clarke, Maternal & Child, completed t Critical Care Nursing programme, UTECH
- Miss Althea Henry and Miss Dion Tomlin, Maternal & Child completed Neonatology Nursing course
- Mrs. Maxine Kerr-Campbell, Hanover (Noel Holmes Hospital), completed Nursing Administration Course
- Miss Theresa Gordon, Hanover (Noel Holmes Hospital), completed Post Basic Midwifery Course

### **Marriages & Births**

- Miss Shammai Ramdon, St. Mary "B", got married now Ramdon -Citeron
- Miss Yonique Harris, St. Mary "B", got married now Harris-Hines, and had a baby girl
- Mr. Alrick Adamson, St. Elizabeth, got married
- Mr. Noel Milwood, St. Elizabeth, got married
- Miss Latayvia McCarthy, St. Ann Regional Group, got married
- Miss Raquel Edwards got married now Edwards-Clarke
- Miss Jody Ann Wallace, Paediatrics, got married
- Miss Sapphire Steele, Kingston "A", got married now Steele-Gerrow
- Mrs. Cheryl Douglas-Hopwood, Miss Davia Walters, and Miss Stasha-Nee Lewis St. Catherine "A", birth of their baby girls
- Miss Camelia Lawrence, St. Thomas, birth of a baby boy
- Miss Victoria Dixon, St. Catherine "A", birth of a baby

### **Others**

- Mrs. Samantha Cammock-Williams (Maternal & Child), daughter was successful in her RENR examinations.
- Mrs. Opal Nembhard-Fearon, Hanover (Noel Holmes Hospital), commenced the MSc Education Programme
- Mrs. Sheryl Garriques-Lloyd, Mrs. Mauvette Waite, Mrs. Heather Silvera, Miss Melissa Walker, and Mrs. Sandra Chisholm-Ford are now at the next stage of their PhD. Studies
- Miss Andrea Christie, SANG, celebrated her birthday

Congratulations were also extended to the children of the members who were successful at the sitting of their various exams; and to those who have completed the various levels of their educational training.

### **Get Well Wishes**

Get well wishes were extended to: -

- Mrs. Maureen Young-Sewell, St Thomas
- Mrs. Refaleta Campbell, Retired PHN
- Mrs, Murlene Davis, RNSIG /Tutor
- Miss Ayanda Edmond, St Elizabeth

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### Condolences

Condolences were extended to the following:

- The family of the late Retired Mental Health Officer, Mrs. Mylie McCallum
- The family of the late Retired Nurse Anaesthetist Miss Charlotte Barrett,
- To the family of the late Ward Manager Miss Belonie Cole of the St. Ann Regional Group
- To the family of the late Departmental Manager Mrs. Karen Cargill Raymond, of the Princess Margaret Hospital
- To the family of the late Retired Nurse Miss Darlene Williams
- To the family of the late Retired PHN Miss Lileith Jenkins
- To the family of the late Mrs. Juliet Patricia-Gordon, Retired Director of Nursing Services, UHWI
- To the family of the late Mr. Dwight Salmon, Senior Director of Finance, UHWI
- Mrs. Jillian Mason-Quarrie, MOH&W, lost her aunt
- Mrs. Nadine Anderson-Lawrence, SANG, lost her nephew
- Miss Fiona Gillings, PHN, lost her father
- Mrs. Andrienne Harvey-Whittaker, PHN, lost her grandmother
- Miss Trecia Stewart, St. Catherine "A", lost her aunt
- Mrs. Debby-Ann McKenzie-Cookes, SANG, lost her uncle
- Miss Abigail James, St. Elizabeth, lost her grandmother
- Miss Karlene Smith, St. Elizabeth, lost her mother
- Miss Tracey Ann Spence, Hanover (Noel Holmes Hospital) lost her mother
- Mrs. Mureen Young-Sewell, St. Thomas, lost two aunts
- Miss Rochelle Stephens, Hanover, lost her uncle
- Mrs. Sheryl Garrigues-Lloyd, NESIG, lost her grand aunt and sister
- Mrs. Lydia Wright-Blair, NESIG, Knox Community College School of Nursing lost both parents
- Mrs. Darnette Patterson-Medder, NESIG, lost her husband
- Miss Laverna Campbell, General Secretary NAJ, lost her sister
- Mrs. Nancy Davis Williams, SANG, lost her mother
- Mrs. Arlene Chanteloupe, SANG, lost her mother

### Naming of the Resolution Committee

The Committee was named to include:

- Mrs. Patsy Edwards Henry (Chairperson)
- Mrs. Karen Roberts-Mason
- Mrs. Sapphire Steele- Gerrow
- Miss Abigail James
- Miss Baretta Thomas
- Mrs. Corlette Francis-Spencer

Mrs. Michelle Hales-Thompson was named Parliamentarian for the meeting.

### Reading, Corrections, and Confirmation of the Minutes of the 77th Annual General Meeting held October 10, 2024

Mrs. Kahon Duhaney Gordon, Recording Secretary, led members through the minutes, and the following corrections were made:

- Page 96, change Samantha McCormack to Mrs. Samantha Cammock-Williams.
- Page 96, change Mrs. Shanika Murphy to Mr. Shanika Murphy
- Page 97, change Mrs. Jodeen Standbury-Taylor to Mrs. Kadeen Standbury -Taylor.
- Page 97, delete Mrs. Samantha Smith -Harris and insert Mrs. Saunelia Smith-Harris
- Page 99, change Dawn Cammock-Williams to Samantha Cammock-Williams.

Following corrections, the minutes were confirmed on a motion moved by Mrs. Sharon Golding-Hibbert and seconded by Miss Abigail James.

### Matters Arising from the Minutes Negotiations 2022-2024

Madam President reported that dialogue is ongoing with the Ministry of Finance and the Public Service and the Ministry of Health and Wellness, concerning outstanding matters related to the compensation review. The following outstanding matters were then discussed regarding their implementation and payments:

- Shift Premium to Registered Nurses
- Taxi Allowances to Registered nurses who were in receipt of commuted allowance
- Subsistence Allowance to Registered nurses working at the CRH/Falmouth Hospital
- Policy on Extra Hours Worked, formally called sessions
- Policy on uniform allowance

### Shift Premium to Registered Nurses

Madam President mentioned that the issue regarding the payment of shift premium was brought to the attention of the Association, and as such, the Ministry of Finance and the Public Service were contacted and asked to address the matter. She also informed the group that a circular is being prepared in relation to the shift premium for dissemination. Madam President reminded the group that if persons are entitled to a shift premium, it is a claimable allowance and encouraged the group to claim for same. If the allowance is not claimed, members will not have a case when payment begins.

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**Taxi Allowances to Registered nurses who were in receipt of the commuted allowance**

Madam President informed members that the payment of taxi allowance to Registered nurses who were in receipt of commuted allowance could not claim taxi allowance prior to the compensation review. She added that after the compensation review, everyone at the same level was paid at the same rate. However, she added, the pay stations did not honour the taxi allowance for those who were in receipt of a commuted allowance. This, she stated, has brought discord among the staff and as such will soon be settled. This should be achieved with a circular from the Ministry of Finance and the Public Service to the varying pay stations, instructing that payment is to be made to persons working the specific shifts.

**Subsistence Allowance to Registered Nurses working at the CRH/Falmouth Hospital**

Madam President informed the group regarding the issue of subsistence allowance with the Registered nurses from the CRH who are working at the Falmouth Hospital. She stated that discussion is being had with the Ministry of Finance and the Public Service, and the Human Resource Management in the Western Regional Health Authority.

**Policy on Extra Hours Worked, formally called Sessions**

As it relates to the extra hours worked policy, formerly known as sessions, Madam President stated that a new policy has been developed by the Ministry of Finance and the Public Service, which seeks to address the payment of extra hours worked for all categories of staff employed by the Government of Jamaica. She added that this policy speaks to an hourly rate paid for work done outside of scheduled work hours. She further added that the proposal also mentioned that the new payment will be at a rate of 1.5x per hour for the regular work week and Saturday, and 2x an hour for work on public holidays and Sundays. Retro-active payments will also be made from August 1, 2024, up to the date that the policy is implemented.

Madam President outlined the process of negotiation and mentioned that after many deliberations with the Ministry of Finance and the Public Service, the Minister of Finance and the Public Service has given approval for an allocation of a sum of money to be utilized in settlement of the request of the Association. She added that if person did not work sessions between April 2023 and July 2024, they will not receive any additional money.

She further mentioned that she was informed that the Policy was ready and it will be effective August 1, 2024. Madam President also reminded the group that matters pertaining to the negotiations must be kept confidential.

The one-off payment that the Association is requesting is not yet confirmed, as no documentation is forthcoming and as such the Association awaits confirmation.

**Uniform Allowance Policy**

Madam President remarked that as it relates to the uniform allowance, an increase of approximately One Hundred and Forty-five Thousand Dollars (\$145,000.00) is proposed across the board as it is no longer tiered. She again explained that documentation and confirmation is not yet had, and the Association awaits same. She added that the difference between the existing rate and the new rate will be paid retroactively.

**Suspension of the Standing Order**

The motion for the Suspension of the Standing Order was moved by Miss Carmen L Johnson and seconded by Mrs. Claudett James at 12:23 pm to accommodate the presentation of the Auditor's report.

**Presentation and Adoption of the Auditor's report**

The Auditors' report was presented by BDO Chartered Accountant Mrs. Kadian Brown-Pusey, accompanied by the Association's Accountant Mr. Wayne Rochester, Treasurer, Mrs. Claudine Douglas-Cole, and Assistant Treasurer, Mrs. Chrissan Barrett-Nedrick. A detailed report was presented to members of the Association outlining the income and expenditure for the financial year 2023-2024. Mr. Rochester reported that there were no significant expenditures from the previous statement. He expressed thanks to everyone for the opportunity to have served the Association over the past year, and God's willing, if he found favour with the Association, he would be willing to serve again.

**Approval of Auditors**

Madam President commended Mr. Wayne Rochester, Miss Laverna Campbell, General Secretary and the team for getting the information to the Auditors on time. She expressed that the process was tedious, as the Auditors from time to time request varying information and at different times throughout the year. After all the concerns were expressed acceptance of the Auditor's report and Approval for the Auditors for the year 2024-2025 was accepted on a motion moved by Mrs. Narfeen Francis and seconded by Mrs. Karen Roberts-Mason.

**Approval of Bankers**

Mrs. Dawn Marie Richards informed the group that the main Bankers of the Association are the Jamaica National and the National Commercial Banks. She expressed that over the year, there has not been any major challenge with either institution, and the Association continues to have

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good relations with them. Approval to retain the Bankers and Investors was done on a motion moved by Miss Lattar Barker and seconded by Mrs. Helena Thomson.

#### **Approval of Legal Advisors**

Approval of the Association's Legal Advisors, Nelson, Brown, Guy, and Francis, was done on a motion moved by Miss Andrea Christie and seconded by Mrs. Sapphire Steele-Gerrow.

#### **Reinstatement of the Standing Order**

The reinstatement of the Standing Orders was done at 1:00 pm

#### **Lunch**

The group proceeded to lunch at 1:05 pm with the grace being said by Mrs. Michelle Hales-Thompson. The meeting was reconvened at 2:21 pm with the continuation of the agenda.

#### **Housing Solutions**

Madam President informed the group that the Nurses Association of Jamaica continues to maintain the alliance with the National Housing Trust. This alliance is to provide members with housing solutions whenever these become available. She explained the process, outlining that the Association only receives a percentage in each development, and so the allotment to the Association also varies depending on the number of solutions made by the Developers. She further explained that the benefits are for members only, and implored the members not to share information with other members of the health care team, as they cannot access the solution through the Nurses Association of Jamaica. She also expressed that if there are a limited number of solutions available, and there is an increase in the number of members who request the solution, the National Housing Trust applies the point system in awarding the member the solution with the highest points. She also mentioned that members are to be cognizant that they are the ones that will be paying for their solutions and not the Nurses Association of Jamaica.

#### **Scholarships and Grants**

Mrs. Dawn Marie Richards informed members that the Association continues to provide scholarships and grants for nurses and children of nurses. She outlined that the scholarships provided are:

- Seven (7) MSc Scholarships in total are allotted to the NAJ, and they are given through the Ministry of Health and Wellness and the Ministry of Finance and the Public Service.

Five (5) Scholarships are provided through the Ministry of Health and Wellness, one for each Regional Health Authority and one for the Nurse of the Year.

The other two scholarships, which are provided by the Ministry of Finance and the Public Service, are allocated to the University Hospital of the West Indies and the Bellevue Hospital highlighting that these facilities do not belong to any of the Regional Health Authority

- The amount allocated for Grants for Registered nurses pursuing Post-basic graduate studies has been increased from Five Million Dollars (\$5,000,000.00) to Eight Million Dollars (\$8,000,000.00). Mrs. Richards informed members that sixteen (16) persons have applied, and all individuals were successful.
- Five Million Dollars (\$5,000,000.00) is allocated for children of members who are studying, and there are fifteen (15) applicants.

She further added that there is a need for an individual to take up the Master's Scholarship allocated to the Southern Regional Health Authority, as the beneficiary has since withdrawn their application. She encouraged the members to spread the word regarding the availability of this scholarship.

Advanced Practiced Registered Nurse (APRN) Legislation  
Mrs. Dawn Marie Richards explained that Legislation has not moved from the stage at which it was from the last discussion. A committee was set up to look at the advancement of the Legislation, and a draft was developed, however, there is no further discussion on the matter.

#### **Any Other Matter from the Minutes Grants for overseas studies**

Miss Andrea Christie member of SANG made an enquiry whether Grants were available for overseas studies. She explained that some Post-basic courses are not offered in Jamaica and therefore, Grants should be made available to persons who wish to pursue such courses.

Mrs. Dawn Marie Richard responded and informed members that the Association has made several attempts in asking for Grants to be made available for persons who wish to access overseas courses that are not available in Jamaica. She further explained that the proposal was made for a trainer of trainee programme, which was initiated, but the individual who was trained had subsequently left the country before training the trainees. She expressed that there is a great need to have additional training, especially in Rehabilitation, Oncology and other specialist areas. The Association she stated is currently in dialogue with the Ministry of Health and Wellness, as the Minister of Health

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has since proposed to have some training in these specialized areas done.

**New Business**

**Caribbean Nurses Organization (CNO) Biennial Meeting/Conference, October 2024**

Mrs. Dawn Marie Richards informed the group that the 33rd CNO Meeting/Conference will be held from October 20-26, 2024, in Georgetown, Guyana. Sixteen (16) Jamaicans have been registered for the conference, which includes four (4) Board members of the CNO. She mentioned that the four (4) Board members should be departing Jamaica on October 17th, 2024, to attend meetings prior to the conference. The other members of the delegation will leave the island on the October 18th.

She then gave a synopsis of the week's activities at the conference.

Dates	Proposed Activities
Sunday, October 20, 2024	Church Service -White attire to be worn Opening Ceremony-National colours to be worn
Monday, October 21, 2024	Business Meetings Cultural Evening-National Dress (bandana)
Tuesday, October 22, 2024	Business Meetings Presidential Visit- Formal Wear
Wednesday, October 23, 2024	Business meeting Retro Party
Thursday, October 24, 2024	Election of Officers Facility Tours
Friday, October 25, 2024	Closing Ceremony Installation of New Board
Saturday, October 26, 2024	Handing over-Board Members 1 <sup>st</sup> Board Meeting

**Presentation, Discussion, and Adoption of the Annual Reports**

**Presidents' Report**

The President's Report found on page ten (10) was taken as read. Mrs. Dawn Marie Richards expressed her gratitude to all for placing their confidence in her to serve. She stated that it was a great task, but it was also a pleasure to have served in this capacity.

**General Secretary's Report**

Miss Laverna Campbell informed members that the Report can be found on page 15-17 of the Annual Report Book. She expressed that the Report would be taken as read as it was circulated a week before the Annual General Meeting.

A member of group request that the Association look into purchasing properties so as to offer accommodation to Nursing Students. A lengthy discussion ensued, and it was made known that Nursing Students were currently occupy rooms at the Leleka Champagnie Hostel. Miss Campbell highlighted that the Association seeks to accommodate the Nursing Students if spaces are available but continues to face the challenges of damaged properties when they leave.

She expressed gratitude to the staff of the Secretariat for their assistance and by extension to all the persons who assisted.

**Treasurer's Report**

The Treasurer's Report was presented by Mrs. Claudine Douglas-Cole and Mrs. Chrisan Barrett- Nedrick. The report found on page 21-24 was also taken as read. Mrs. Douglas-Cole and Mrs. Barrett-Nedrick expressed their gratitude to Mr. Wayne Rochester Accountant, and Mrs. Michelle Hales-Thompson, former Treasurer. They highlighted that it was their pleasure to have served for the period.

**Recording Secretary's Report**

The Recording Secretary's report was presented by Mrs. Kahon Duhaney Gordon and Assistant Recording Secretary Mrs. Meisha Young-Lewars. The report found on pages 18-20 of the Annual Report Book, highlighted the meetings and other activities of the Association during the year 2023-2024. The Secretaries expressed thanks for having been afforded the privilege to serve and pledged to support whomever takes over for the 2024-2025 period.

**Standing and Ad-hoc Committee Reports**

The Standing and Ad-hoc committees of the Nurses Association of Jamaica reports were presented by their respective chairpersons and these reports were also taken as read. The committees and chairman are as follows:

- Membership Miss Lattar Barker
- Social and Hospitality Mrs. Serica Brandon-Betty
- Journal (The Jamaica Nurse Magazine)  
Mrs. Nicola S. Powell
- Publicity and Public Relations  
Mrs. Dawn Marie Richards
- Disciplinary and Ethics } Mrs. Dawn Marie Richards
- Property Management } Mrs. Dawn Marie Richards
- Nursing Services Mrs. Heather McGrath
- Nursing Education Mrs. Keisha Riley-Harrow

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- Socio Economic Welfare (SEW)  
Miss Carmen Brissett
- Research Mrs. Sandra Chisholm-Ford
- Summer School Mrs Denese Dacres-Reeves
- Policy and Constitution Mrs. Constance Roberts-Perkins
- Fundraising Committee Mrs. Sharon Golding-Hibbert

These committee reports were found on pages page 28-56 of the Report book. The chairman for each respective committee presented their report and expressed their gratitude for the commitment of the members of the Association to ensure that their objectives were met for the year.

A motion for the acceptance of the Standing, Ad-Hoc Committees, Regional and Special Interest Group reports was moved by Miss Carmen L. Johnson and seconded by Mrs. Keisha Riley-Harrow.

Meeting	Dates	Host
1 <sup>st</sup> Quarterly General Meeting	December 7, 2024	Nurses Association of Jamaica 72 Arnold Road
2 <sup>nd</sup> Island Council Meeting	January 4, 2025	Maternal & Child (Victoria Jubilee Hospital)
2 <sup>nd</sup> Quarterly General Meeting	March 1, 2025	St. Catherine "A" (Spanish Town Hospital)
3 <sup>rd</sup> Quarterly & 3 <sup>rd</sup> Island Council Meetings	July 5, 2025	Kingston "B" (Bellevue Hospital)
79 <sup>th</sup> Annual General Meeting /55 <sup>th</sup> Island Conference	October 9-12, 2025	St. Ann Regional Group St. Ann;s Bay Regional Hospital
80 <sup>th</sup> Annual General Meeting /56 <sup>th</sup> Island Conference	October 2026	Nurses of the Years
81 <sup>st</sup> Annual General Meeting /57 <sup>th</sup> Island Conference	October 2027	Past Presidents

**Nursing Council of Jamaica updates**

Mrs. Claudett James, the newly appointed chairman of the Nursing Council of Jamaica, updated members on some matters relating to the Nursing Council of Jamaica. She reported that the two-year re-licensure process continues, and the Nursing Council continues to put things in place to facilitate the verification of applications.

She highlighted that there is a new Board in place which consists of fifteen (15) committee members. This group consists of three representatives from the Midwives Association of Jamaica, three representatives from the Jamaica Enrolled Assistant Nurses Association, three members from the Ministry of Health Wellness, and seven (7) representatives from the Nurses Association of Jamaica.

She informed the group that the seven members are:

- Mrs. Anthonette Patterson-Bartley
- Miss Marian McFarlane
- Mrs. Sadie Williams-Allen
- Mr. Kevin Allen
- Mrs. Karen Nelson
- Mrs. Claudett James
- Miss Lorraine Brown

She also mentioned that the Nursing Council has started allowing the fourth sitting of the RENR examination. She expressed gratitude to the Brown's Town and Knox Community College Schools of Nursing for facilitating the preparedness of the individuals who are attempting to re-sit the exams.

Mrs. James also reported that the Nursing Council of Jamaica currently owns the property at 3 Stanton Terrace and building of the new home for the Nursing Council should commence soon.

She further shared that the Nursing Council has since made and published two books, namely, The Code of Professional Conduct and Ethics for Registered Nurses, Registered Midwives, and Enrolled Assistant Nurses; and the Code of conduct, discipline, and principles for General Nursing Students, pupil Midwives, and Enrolled Assistant Nursing Students.

**Triad Meetings**

A member of the Association asked the question "if the TRIAD was dead". Madam President informed the members that the TRIAD which is the meeting of the Advocacy, Policy and Regulatory arm of nursing meets once per quarter and is fully active. She explained that this meeting comprises of the Nurses Association of Jamaica, the Nursing Council of Jamaica, the Jamaica Midwives Association and The Jamaica Enrolled Assistant Nurses Association.

**Any other New Business  
NAJ/ SANG Award**

The NAJ/SANG Award was presented to the members by Mrs. Claudine Douglas-Cole a member of the SANG audit team. The SANG Audit is a key of excellence that is used to evaluate the effectiveness of services provided at healthcare facilities. For the year 2024 the SANG Audit focuses on the Type 2 Health Centres across the island. She explained that varying amount and type of challenges were experienced during the process.

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She reported that a total of twenty-six (26) facilities were selected eighteen (18) were audited. Two Health Centres were no-functional and six were not audited due to unforeseen circumstances. The auditing team comprises of Mrs. Heather McGrath, Mrs. Claudett James, Mrs. Fione Collins, Mrs. Beverley Senior Berry, Mrs. Elise Fairweather-Blackwood (Chairman of the committee), Mrs. Claudine Douglas-Cole, Miss Novelllette Robinson, and Mrs. Yvonne Brown-Smith.

The NAJ/SANG Award for Excellence results were as follows:

- 1st Place Raymond Health Centre, Clarendon 95 points
- 2nd place Granville Health Centre, St. James 82 points
- 3rd place Downs Health Centre, Manchester 75 points

**Presidential Election Results**

Miss Laverna Campbell General Secretary express thanks to the Electoral Office of Jamaica for their continued partnership in ensuring a smooth electoral process each year. She presented a sealed envelope to the members of the Association from which she reports that the results of the elections held were present. Miss Campbell invited all the Presidential candidates to be seated at the front of the room where she then introduced all candidates to the members after which she announced the results of the election. The results were as follows:

- Mrs. Dawn Marie Richards 503 votes
- Mrs. Denise Dacres-Reeves 147 votes
- Mrs. Serica Brandon-Betty 143 votes
- Mrs. Heather McGrath 109 votes
- Mrs. Alicia Adamson-Clarke 55 votes
- Miss Lillian Coke 8 votes

After the announcements, candidates were congratulated by members.

**Tabling of Resolutions**

There were no Resolutions tabled at the meeting.

**Announcements**

- Caribbean Nurses Organization (CNO) Biennial-Meeting/Conference, Guyana, October 20-26, 2024
- 1st Island Council Meeting, October 12, 2024, Moon Palace Hotel

**Adjournment**

Madam President expressed thanks to the group, for attending the meeting. The meeting was then adjourned on a motion moved by Mrs. Constance Roberts-Perkins and seconded by Miss Roshelle Mendez at 5:21 pm.

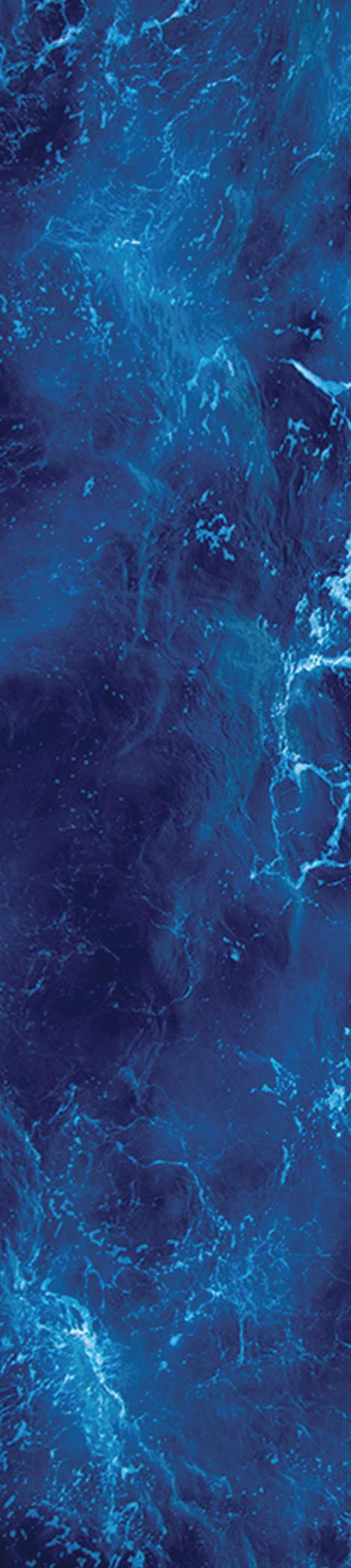
*Meeting chaired by:*

**Dawn-Marie Richards (Mrs.)**  
President

*Minutes Prepared by:*

**Kahon Duhaney Gordon (Mrs.)**  
Recording Secretary

**Meisha Young-Lewars (Mrs.)**  
Assistant Recording Secretary



**Minutes of the  
54th Island  
Conference**

## MINUTES OF THE 54TH ISLAND CONFERENCE OF THE NURSES ASSOCIATION OF JAMAICA (NAJ) HELD FRIDAY, OCTOBER 11, 2024 AT THE MOON PALACE HOTEL, OCHO RIOS, ST. ANN, JAMAICA

### Call to Order

Mrs. Dawn Marie Richards, President of the Nurses Association of Jamaica, called the meeting to order at 8:55 a.m. She warmly welcomed all the members present and to the other specially invited guests and presenters.

### Invocation

Mrs. Viola Cain-Hall acknowledged the presence of the Holy Spirit and asked the congregation to stand then she prayed. The choristers then led the group in singing a medley of chorouses.... "God is good.....", and "Fill my Cup Lord....."

Mrs. Helena Thomson then read from Philippians chapter 4 verses 4-13 and verse 19. Mrs. Cain- Hall then extrapolated from verse 19 which reminds us that, "God shall supply all our needs according to His riches in glory by Christ Jesus". She urged the group to look to God for guidance and to be that good Samaritan. The group was reminded that God will help us to understand that He is God, therefore, we must hold on to Him. She then invited persons to stand and to say a promise that God has made.

"Standing on the Promises of God"....., was sung by the choristers of the Association, led by Mrs. Denese Dacres-Reeves after which Mrs. Viola Cain-Hall prayed.

### Roll Call & Quorum for the Meeting

Mrs. Kahon Duhaney Gordon, Recording Secretary, conducted the Roll Call and a quorum was duly constituted with twenty-seven (27) groups present out of thirty-five (35) active groups.

- Clarendon "A" Percy Junor Hospital
- Hanover Noel Holmes Hospital
- Kingston "A" Kingston Public Hospital
- St. Andrew "A" UHWI
- St. Andrew "B" National Chest Hospital
- St. Andrew "C" Sir John Golding Rehabilitation Centre
- St. Ann Regional Group St. Ann's Bay Hospital
- St. Catherine "A" Spanish Town Hospital
- St. Catherine "B" Linstead Hospital
- St. James Cornwall Regional Hospital
- St. Mary "A" Port Maria Hospital
- St. Mary "B" Annotto Bay Hospital
- St. Thomas Princess Margaret Hospital
- Westmoreland Savanna-la-mar Hospital
- Critical Care Special Interest Group
- Mental Health Officers Special Interest Group
- Nephrology Special Interest Group
- Family Nurse Practitioners Special Interest Group

- Maternal & Child Victoria Jubilee Hospital
- Nurse Anaesthetists Special Interest Group
- Nurse Managers Special Interest Group
- Paediatrics Bustamante Hospital for Children
- PHNSIG
- RNSIG
- SANG
- NESIG
- SNSIG

### Late were:

- Clarendon "C" May Pen Hospital
- Kingston "B" Bellevue Hospital
- Manchester Mandeville Regional Hospital
- St. Elizabeth Black River Hospital
- Oncology

### Absent were:

- Clarendon "B" Lionel Town Hospital
- Portland Port Antonio Hospital
- Trelawny Falmouth Hospital

### Welcome by Host Groups

A warm welcome was extended to all by Mrs. Patsy Edwards-Henry, Past President of the NAJ using a poem entitled "**God made a Nurse.**"

God said, "I need someone to work long shifts and be On-Call for 24 hours each day. Someone who has the heart of a servant and the will to sacrifice their family for work. Someone who will live a life dedicated to the well-being of others. So, God made a Nurse."

He said, "I need someone who is not afraid of coming in contact with blood or other bodily fluids. Someone who has guts and can stomach the sights and sounds of birth and death. Someone who can calm a crying baby and comfort a crying mother. Someone who can send a person from this life to the next with dignity and compassion. So, God made a Nurse."

God said, "I need someone who can distract people from pain with a radiant smile and exceptional kindness. Someone whose glowing personality makes the prick of a needle, the insertion of a tube, and the administering of medication almost painless. I need someone whose tenderness is directed toward people of every age and every background, someone who can show love in every circumstance. So, God made a Nurse."

He said, "I need someone with intuition. Someone who can silence the noise that swarms the hospital halls for long

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enough to hear my voice and trust my guidance. Someone who believes in miracles, but also understands that I won't always allow one. I need someone who, in the absence of a miracle, can spread hope and shine light in an often-dark world. So, God made a Nurse."

God said, "I need someone gentle enough to cradle a sleeping baby, and strong enough to carry the burden of a baby's death. Someone who is a voice for the aging and the deceased. Someone who goes home empty because she has poured herself out for those who are suffering. So, God made a Nurse."

God said, "I need someone who will fight for life and leave the battle over death up to me. Someone who will hold the hands of the living and dying. Someone who will send patients home, whether on earth or in heaven, with a smile and a prayer. Someone who will rejoice with those who rejoice and mourn with those who mourn. So, God made a nurse."

God said, "I need someone who is special enough to be remembered even after the pain has been forgotten. Someone who will have a positive impact on all of humanity. Someone who will answer one of my highest callings". Thank you, God, for making a nurse.

### **Chairman's Opening Remarks**

Mrs. Dawn Marie Richards reminded the group that we all have days when we feel we cannot survive. Sometimes dreams are shattered, friendships may fall apart, loved ones may hurt us, finances may worry us, and sickness may overtake us. She added that we may even lose people we love, but God will always be there to guide us through even in the toughest of times.

Madam President urged the group to never lose faith, hold onto hope and trust in God always. She further stated that we do not know what tomorrow will bring, so we must not stay angry for too long, and we must learn to forgive, and love with all our hearts.

In closing, Madam President mentioned that we must not worry about the people who do not like us; just enjoy the ones who love us.

### **Congratulations**

Congratulations were extended to all members who completed courses, achieved personal goals, got married, had babies and received appointments. Special mention was made of the following persons:

- Retired Nurses Special Interest Group who are co-hosting the 54th Island Conference

- Mrs. Dawn Marie Richards re-elected to serve a second term as President
- First timers attending a NAJ Island Conference

### **Completed courses:**

- Mrs. Murlene Campbell, Nurse Manager, St. Ann Regional Group, completed her Master's in Healthcare Management
- Miss Novellette Robinson SANG appointed to the Nursing Advisory Committee at the College of Health Sciences, 2024-2025.
- Nurses of St. Catherine "A" Group (Spanish Town Hospital) who have completed MSc. and Post-basic courses.
- Miss Abigail James, St. Elizabeth, NAJ/LCF Nurse of the Year 2024-2025
- Nurses of the St. Elizabeth Group (Black River Hospital) who have completed their Post-basic programmes, Miss Abigail James-Neonatology, Miss Kimone Davis and Miss Carolee Smith-Critical Care Nursing, Mrs. Danielle Granston-Midwifery, Miss Peta-Gaye Ebanks-Psychiatry Nursing, and Mrs. Natoya Smith-Boulin,-Emergency Room Nursing
- Miss Anisha Thompson, St Elizabeth, who is currently pursuing Post basic Midwifery
- Miss Kendra Anglin, St. Catherine "B", completed Emergency Room Nursing Programme
- Miss Anisha White, St. Catherine "B", completed Psychiatric Nursing Programme

### **Marriages:**

- Mr. Alrick Adamson, Mr. Neil Millwood, and Mr. Andrew Folkes (St. Elizabeth) got married

### **Appointments:**

- Miss Narda Russell, St. Elizabeth, appointed HPC/RN3
- Mr. Neil Millwood, Mr. Odeon Forbes, Miss Ayanda Edmund, Miss Sha-Nee Cameron, Miss Dion Carty, and Miss Ashley Falconer, St. Elizabeth, all appointed HPC/RN2

### **Births:**

- Miss Kashika Livingston, Mrs. Cheryl Douglas-Hopwood, Miss Victoria Dixon, and Miss Davia Walters on the birth of their babies.

### **Get Well**

Get well wishes were extended to: -

- Mrs. Mureen Young Sewell, St. Thomas
- Mrs. Refaleta Campbell, Retired PHN
- Mrs. Nadine Johnson-Griffiths, Retired PHN
- Mrs. Sherlaine Ainsley-Morgan, PHN
- Miss Kadrina Waugh, St. Catherine "A"

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### Condolences

Condolences were extended to:

- The family of the late Mental Health Officer, Miss Mylie McCallum
- The family of the late Miss Charlotte Barrett, Retired Nurse Anesthetist
- Miss Fiona Gillings, PHN, lost her father
- Mrs. Adrienne Whittaker-Harvey, PHN, lost her grandmother
- Miss Trecia Stewart, St. Catherine "A" lost her aunt
- Mrs. Debby-Ann McKenzie-Cookes, SANG, lost her uncle
- Miss Abigail James, St. Elizabeth, lost her grandmother
- Miss Tracey Ann Spence, Hanover, lost her mother
- Mrs. Noela Hutchinson, St. James, lost her father
- Miss Claudette Taylor, St. James, lost her brother
- Miss Margret Wauchope, St. James, lost her mother and father
- Miss Sandra McDermott, St. James, lost her mother
- Miss Christine Evans, St. James lost her father
- Miss Saschauna Hamilton, St. James, lost her mother-in-law
- Miss Debian Pinnock, Westmoreland, lost her grandmother
- Mrs. Jacqueline Smith-Daley, Westmoreland, lost her mother.
- Mrs. Jillian Mason-Quarrie, Deputy Chief Nursing Officer, lost her aunt
- Mrs. Pauline Walker-Wallace, PHN, lost her brother
- Miss Laverna Campbell, General Secretary NAJ, lost her sister

### Reading, Correction on the Confirmation of the Minutes of the 53rd Island Conference

Mrs. Kahon Duhaney Gordon, Recording Secretary, led members through the minutes, and the following correction was made:

**Page 104**, 4th bullet under apologies, delete **Tesha** and insert **Teasha**.

The minutes were then confirmed on a motion moved by Miss Carmen L. Johnson and seconded by Mrs. Kaindece Barrett-Green.

### Matters Arising from the Minutes Nursing Now Campaign

The Nursing Now Campaign remains on its path of developing nursing leadership as stated by Mrs. Claudett James. She highlighted that throughout the year, she has been sharing information about the campaign. The mandate of the campaign, is to develop nurse leaders throughout the world and not only in Jamaica. She explained that information regarding leadership programmes have been sent out to Senior Nursing Supervisors and Directors of Nursing but nothing has happened.

Mrs. James explained that a flyer was circulated which allowed persons to answer six questions which evaluates their coping and mental health status. She then added that contact numbers for support persons were also on the flyer for persons to contact if they need assistance. She urged the group to utilize the training opportunities as they arise, as they can be beneficial to nursing.

### Midwifery Programmes

Madam President informed the group that there is still some instability with the Midwifery programmes available in Jamaica. She informed the gathering that there are four Midwifery programmes that are being offered:

- Direct Entry Bachelor's Degree
- Post Basic Bachelor's Degree
- Certificate upgrade to the Bachelor's Degree
- Certificate in the Post-basic Midwifery

Mrs. Anthonette Patterson-Bartley from the Nurse Educators Group, informed members that the decision to continue with the certificate programme was a discussion with the former Permanent Secretary and the Ministry of Health and Wellness. They thought it prudent to continue with the programme, as officers can be afforded the opportunity for one year to study. Mrs. Patterson- Bartley also added that the Ministry of Health and Wellness continues to sponsor officers for the certificate programme in Midwifery, but the University of Technology (UTECH) continues to accept individuals wanting to pursue a BSc in Midwifery.

After Matters Arising from the Minutes were discussed, the second segment of the Island Conference agenda commenced.

### Greetings

Mrs. Jillian Mason-Quarrie, Acting Chief Nursing Officer in the Ministry of Health and Wellness brought greetings from the Office of the Chief Nurse.

An apology was tendered on behalf of the Minister of Health and Wellness, the Hon. Dr. Christopher Tufton, who was not able to attend the conference physically but sent video recording of his greetings and well wishes.

### Introduction of the Keynote Speaker

Mrs. Kahon Duhaney Gordon member of the Host group introduced the Keynote speaker, Mr. Andrew Dennis, Social Media Influencer and Motivational Speaker.

### Keynote Speaker Address and Declaration of Conference Open

Mr. Andrew Dennis expressed his gratitude to the Nurses Association of Jamaica for inviting him to be the keynote

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speaker, and to have the very special task of declaring the conference open.

He emphasized that nursing is special, it is a calling which has begun from the time of the birth of a baby. During this time, a mother and grandmother nurtures the child into this world, giving diligent care in ensuring its well-being.

Mr. Dennis mentioned that as nurses, we must be patient. He highlighted that nurse must be patient with the impatient patients, patient with the informed doctors, patient with colleagues, patient with the Government during negotiations, patient for the money at the end of a negotiation and be patient in the overcrowded and under-resourced work stations. He further added that we must be patient with the family members at home who are eagerly awaiting our return from work. He then urged the group to ensure that our families are not neglected.

Mr. Dennis stressed that with all the patience that nurses must have, they must be patient with themselves. He reminded the group to give ourselves some grace, because we cannot be too busy not to care for ourselves. He besieged the group to take the time to replenish ourselves as our mental health as well as our physical health is important. He mentioned that if someone cares we know and if they do not care we also know. He then stated that you cannot pour from an empty container and be reminded that your best is incumbent on you, so care for yourself.

Mr. Dennis shared a video clip of his special needs daughter, then remarked that nurses carry the weight of nursing on their shoulders and walk with patience through every battle and every trial. He then stated that nurses are silent leaders who enables the other health care workers to perform specialized tasks. He charged the group, stating that we are to champion the cause for the nurses of the future, to keep the conversations going and to speak out.

In closing, he stated that our nurses have an incredible role in our future because we are now cognizant of the fact that the power of care has economic implications, and it speaks to the resilience of nurses.

### **Declaration of Conference Open**

The 54th Island Conference was declared opened at 11:40 am by Mr. Andrew Dennis aka "Miss Pearlie grandson."

### **Vote of Thanks**

A token of appreciation was presented to Mr. Dennis by Miss Laverna Campbell, and the vote of thanks was done by Miss June Fray, from the Retired Nurses Special Interest Group, a member of the Host groups.

### **Education Session**

The Education session commence at 12:20 pm by the

Convener Mrs. Keisha Riley-Harrow, Nurse Manager from the Spanish Town Hospital, and Chairman of the Education Committee of the NAJ.

The topics presented were:

- Artificial Intelligence in Nursing
- Online fraud
- Legal Issues in Midwifery Practice

A Panel discussion was also a part of the education session. Discussion centred on the topic: Exploring compassionate Fatigue on Healthcare Delivery.

The Panelists were: Mrs. Carol Beharie, Mrs. Dion Murphy-Nedrick, Mrs. Marlene Moore-Clarke, and Miss Sashieka Blair.

### **Sponsors Presentations**

Throughout the education activities, sponsors made their presentations.

The sponsors were:

- Guardian life Jamaica Limited
- Mead Johnson
- EBSCO
- Cari-Med Group
- Nestle Jamaica Limited
- Orion
- Sagicor Jamaica Limited
- Abbot Nutrition
- JN Bank
- NAJ and Health Services Cooperative Credit Union.

### **Summary**

Summary of the education session and vote of thanks was done by Mrs. Keisha Riley-Harrow.

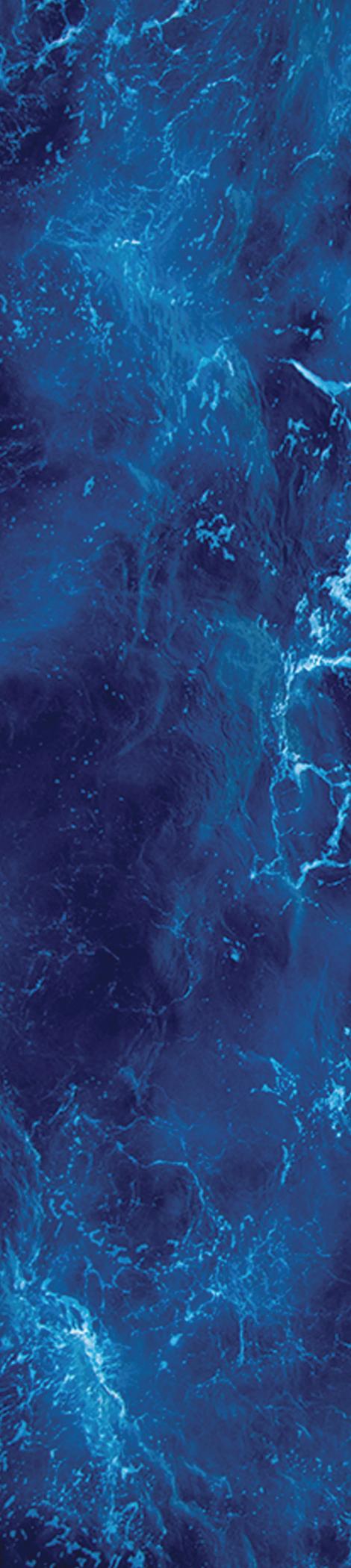
### **Adjournment**

The 54th Island Conference of the Nurses Association of Jamaica was adjourned at 500pm.

*Prepared by*

**Kahon Duhaney Gordon (Mrs.)**  
Recording Secretary

**Meisha Young-Lewars (Mrs.)**  
Assistant Recording Secretary



**Installation  
Ceremony  
2024**

## INSTALLATION CEREMONY OF THE NURSES ASSOCIATION OF JAMAICA (NAJ) HELD SATURDAY, OCTOBER 12, 2024 AT THE MOON PALACE HOTEL, OCHO RIOS, ST. ANN, JAMAICA

The ceremony commenced with each Council Member from the respective groups of the NAJ entering the ballroom after being introduced and were seated accordingly. This activity saw the parading of elected Council Members to serve for the year 2024-2025.

Miss Shantal Remekie, Nurse of the Year 2023-2024 and a member of the Host Groups introduced the Master of Ceremony, Mr. Andrew Dennis, Educator and Social Media Influencer.

Welcome, and introduction of the head table was done by Mrs. Denese Dacres Reeves member of the host group after which the invocation was done by Reverend Nakia Johnson, District Overseer of the Gayle New Testament Church of God, St. Mary. He stated that it was a privilege to have been invited by the Association to share in such an event, and encouraged the group to continue holding fast to the unchanging hands of God as He will give us the desires of our hearts.

Greetings and Toast was done by the representative of the Custos Rotulorum of St Ann, Mr. Joseph Issa by Miss Jean Dixon.

Miss Candice Thompson, Deputy Director of Nursing Services of the Victoria Jubilee Hospital, introduced the guest speaker Dr. Gail Hudson, Programme Director of Transformation. Miss Thompson lauded Dr. Hudson as a woman of humility who finds pleasure in doing simple things and one who serves as the chair of the Braeton School Board, and she also served the Government of Jamaica for over sixteen years.

Dr. Gail Hudson expressed her gratitude to the Nurses Association of Jamaica, for the invitation. She highlighted the theme, “Our Nurses Our Future The Economic Power Of Care”. Dr. Hudson extrapolated from the book “The Leader with No Title”. She created an image of the nurses and spoke about how as nurses we mirror the aspects of the book. The book she stated, highlights the ability to influence a group and create positive change within an organization.

She then explained that as nurses we are:

- Innovative
- Mastery
- Authentic having to be trustworthy
- Have guts which encompasses the courage to take risk
- Having good ethics, acting with good manners

Dr. Hudson explained that we must create an image, we are to be helpful, understanding and to give a listening ear.

She highlighted that to give quality care, one must ensure that care is taken of oneself. She also mentioned that in taking care of oneself one must learn to mingle and have

a little fun while taking care of others. Dr. Hudson urged the group to ensure that we love what we do and to learn to balance compassion with courage, be a good leader, and detach ourselves from problems. She reminded the group to take care of ourselves, and not to neglect our families. Dr. Hudson encouraged the group to elevate our lifestyles and be encouraged as turbulent times will break leaders.

She then took a moment to congratulate the new administration of the Nurses Association of Jamaica and then highlighted that nurture, breathes compassion and with a great leader the Nurses Association will achieve great things. The group was then tasked to give a ‘high five’ to the person next to them and to say, ‘you are a winner, it is your winning season’. Dr. Hudson stated that we should live by choice and not by chance, be useful and not be used, be motivated and not manipulated; it is our winning season.

She shared a song by Miss Jekalyn Carr entitled “**You Will Win**” and during the playing of the recording, she proclaimed a winning season for the members of the Association, and wished all the best for the President and the team for the year 2024-2025.

Following the motivational and inspiring speech by Dr. Hudson, Mrs. Dawn Marie Richards was then installed as the thirty sixth President of the Nurses Association of Jamaica 2024-2025 by Miss Laverna Campbell, General Secretary and Past President Mrs. Patsy Edwards Henry along the Vice Presidents and Island Council Members. All newly installed members were given a candle which was lit, and the group sang ‘**Carry Your Candle**.’

The blessing of the Installation was carried out by Reverend Nakia Johnson, who reminded us from Galatians 1 verse 10, not to depend on man but to depend on God, do not work to please man but to please God. Reverend Johnson emphasized that promotions are from God, not man then the song ‘In your Hands’ was sung, then a blessing was pronounced on the administration of the NAJ.

The Nurse’s Pledge was repeated by all nurses present after which a beautiful rendition was done entitled ‘Goodness of God’ by Mrs. Kadian Hepburn a Nursing Student of the Knox Community College School of Nursing.

Mrs. Dawn Marie Richards then gave the Valedictory and Inaugural addresses. She highlighted that one should never let someone tell you “no” who does not have the power to tell you “yes”. She expressed her heartfelt gratitude to the members for placing their trust in her ability to lead the team for another conference year. She expressed that the main items of the outstanding negotiation review will be at the forefront of her engagements for the year. She pledged to maintain the collaboration with the various stakeholders to ensure the growth of Nursing.

**INSTALLATION CEREMONY OF THE NURSES ASSOCIATION OF JAMAICA (NAJ)  
HELD SATURDAY, OCTOBER 12, 2024 AT THE MOON PALACE HOTEL,  
OCHO RIOS, ST. ANN, JAMAICA (cont'd.)**

Following President's Address, presentations were then carried out by Miss Laverna Campbell, General Secretary, and Miss Candice Thompson. These awards included all the presenters at the evening's events and the NAJ/Sang Award Winners.

The NAJ/SANG Awardees were as follows:

- 3rd Place Downs Health Centre  
Manchester, scored 75 points
- 2nd Place Granville Health Centre  
St, James, scored 82 points
- 1st Place Raymonds Health  
Centre, Clarendon, scored 95 points

**Vote Of Thanks**

Miss Abigail James NAJ/LASCO Chin Foundation Nurse of the Year 2024-2025, gave the vote of thanks after which the National Anthem was sung.



# MEMORIES

## Governor General's Visit



## International Nurses Day 2024



# A G E N D A

## 79TH ANNUAL GENERAL MEETING Thursday, October 9, 2025

- 8:00 am Registration
- 9:00 am Worship Service
- 9:45 am Call to Order  
Roll Call & Quorum for the Meeting  
Apologies for Absence
- 10:00 am Welcome by Host Group
- 10:05 am Chairman's Opening Remarks
- 10:10 am Appointment of Parliamentarian  
Appointment of Resolution Committee
- 10:12 am Congratulations/Get Well/Condolences
- 10:25 am Adoption of Agenda
- 10:26 am Reading/Corrections/Confirmation of the Minutes of the  
78th Annual General Meeting held Thursday, October 10, 2024
- 10:40 am Matters Arising from the last Minutes
- 11:00 am *Health Break*
- 11:15 am Matters Arising from the Minutes (Contd.)
- 11:30 am Presentation and Adoption of Auditor's Report
- Approval of Auditors
  - Approval of Bankers
  - Approval of Legal Advisors
- 11:35 am Presentations, Discussions and Adoption of Annual Reports
- 12:30 pm *Lunch*
- 1:35 pm New Business
- 2:15 pm Hosting of Meetings- 80th Executive & 56th Conference Year  
Quarterly General Meetings/Island Council Meetings 2025-2026
- 1st Quarterly General Meeting December 13, 2025
  - 2nd Island Council Meeting January 10, 2026
  - 2nd Quarterly General Meeting March 7, 2026
  - 3rd Quarterly & 3rd Island Council Meetings July 4, 2026
  - 80th Annual General Meeting/56th Island Conference October 8-11, 2026
- 2:20 pm Any Other New Business
- 3:00 pm Announcements
- NAJ/SANG Award
  - Presidential Election Results
- 3:30pm Collection of Evaluation Forms
- 4:00 pm Adjournment



1st  
Runner Up  
NURSE OF THE YEAR 2025-2026

1st Runner-up  
Nurse of the Year 2025  
Machel Edwards-Lewis  
Mandeville Regional Hospital  
Nurses Association of Jamaica

2022  
Merika Davis-Miller  
General Secretary  
Trophy  
Nurse of the Year  
1st Runner-Up



2nd  
Runner Up

NURSE OF THE YEAR 2025-2026

2nd Runner-up  
Nurse of the Year  
2025  
Antoinette Bent  
UHWI  
Nurses Association of Jamaica

Finalist  
Nurse of the Year  
2025  
Antoinette Bent  
University Hospital of the West Indies