

Curriculum Vitae

Fiona Jane Vivian Waterlow Stephenson FRCN, RGN, RM

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Personal Profile

I am a loyal, highly motivated, positive, efficient, and mature team member, with an inquiring mind. Professionalism, positivity and accountability, with a focus on safety and individuality, are priorities to me. I strive to be an advocate for the patients/service users I care for, at all times, and have an enthusiasm for achieving quality for service users and staff. I am creative and relish the challenge of managing new projects. I have a sense of humour, and get pleasure from being surrounded by social, investigative and enterprising people.

I have been an active member of the Development Group for Spinal Cord Injury (SCI) providing input on the WHO's Package of Interventions for Rehabilitation as well as the WHO SCI Emergency Response Standard Guidelines. At present I am a member of The International Spinal Cord Society (ISCoS) Toolkit Working Group, focusing on 'data management' globally.

I was part of the NHS Covid-19 pandemic mass vaccination programme along with medico-legal work as an expert witness with Tessa Gough & Associates and enjoy using my analytical clinical skills, acting for the claimant or NHS Trust, writing reports relating to Breach of Duty and Causation. Until recently, I was Registered Service Manager at the Livability Spinal Injury Centre, set in the heart of Dorset countryside. This was a brand new service filling a large gap in care for people adjusting and adapting following a life changing injury. My role includes management and teaching; Working with the team, we set up a safe, caring, responsive, effective and well led service, and rated 'overall Good' by The Care Quality Commission. We also achieved the top 5 star rating award by the local Environmental Health Department. We were successful in bidding for a tender for 10 beds for people who have sustained a SCI. In the past, I have worked at The South West Region SCI Centre, as a Nurse Specialist providing acute outreach assessments of newly injured people within the South West Region. I also worked in the acute admissions and rehabilitation wards caring for ventilated and non-ventilated patients and provided education to staff, students, patients, families and carers. I was the Specialist Spinal Nurse at The BMI Winterbourne, Dorchester, where I introduced and established this new role within the multi-disciplinary team to enhance the holistic care of patients undergoing spinal surgery. This was an autonomous role, and the feedback was extremely positive; I was able to create staff and patient spinal specific education sessions, information leaflets, discharge letter templates and telephone assessment algorithms.

I had the honour of accepting a fellowship, awarded by the Royal College of Nursing (RCN), which is the highest award created by the RCN for 'exceptional and outstanding contribution to the science and art of nursing' in 2016. This principally related to my involvement in SCI healthcare capacity building and clinical/organisational management following two sudden onset disasters (Haiti and Nepal) and long term development involvement thereafter in low and middle income countries. I was a Finalist in the Nursing Times Nurse of the Year section and received the Cavell Nurse's Trust 'International Impact Award' in 2017. In 2018, I was awarded a 'Points of Light' by the UK Prime Minister in recognition of 'exceptional service supporting people with spinal cord injuries'.

As a member of ISCoS Education & Disaster Committees, for 6 years, I had the opportunity to present and provide workshops for the inter-professional team in other countries, and am a contributor to some of the www.elearnsoci.org nursing modules as well as 'Overview for whole team. Sub section; Management of SCI after disasters and emergencies' and 'Consumer Module. Sub section; Skin management'.

Progressing spinal cord injury nursing and healthcare capacity building is a passion of mine and I avidly support 'healthcare information for all'. I co-founded The International Network of SCI Nurses with the aim of providing freely available SCI resources to enhance best practice, co-ordinate The Judy Waterlow Pressure Ulcer Prevention Treatment Policy organisation, and have created, established and coordinate two websites; www.scinurse.org and www.haitisc.org. My research activities have been extremely interesting and have related to low and middle income country SCI care. Our three year follow up study relating to people who had sustained a SCI in the earthquake (Haiti

2010), was presented at the 2013 ISCoS annual conference. A 7 year follow up study of SCI earthquake survivors was presented at the 2017 ISCoS conference along with a presentation on the impact of a hurricane on the SCI population in Haiti. In 2023 I was SCI Nurse Consultant to Momentum Non Government Organisation (NGO) in Ukraine and provided theoretical and practical training to the multidisciplinary team to support the introduction and roll out of SCI rehabilitation in Country.

Finally, I have had the honour of working with The World Health Organisation as a core member of the Rehabilitation Foreign Medical Team Working Group in 2015 and 2017. Our work resulted in the WHO Minimum Standards for Rehabilitation Emergency Medical Teams publication 'Development and implementation of the World Health Organization Emergency medical teams: Minimum technical standards and recommendations for rehabilitation'.

Specific skills

- Care of the SCI Patient, including ventilated patients, tetraplegia and paraplegia
- Care of the patient under extreme conditions – post major disaster in low middle income countries (LMIC)
- Capacity building in LMICs, taking into consideration local culture/healthcare infrastructure
- Organisational, coordination, & system development skills to enhance an effective, well led service
- Mentorship, education, training
- Professional judgement and critical thinking skills providing appropriate responsiveness
- Able to adapt and work under pressure in a busy environment as a team player
- Managing the environment ensuring it is safe for all workers, service users and visitors
- Effective in communicating empathetically with people; actively listening
- Proficient presentation skills & computer skills
- Auditing and quality assurance, ensuring service user & staff safety
- Teaching and facilitating a learning environment (staff and service users)
- Emergency management following a sudden onset disaster

General Skills

- Diplomacy
- Maintaining confidentiality
- Able to establish and maintain good relations with others
- Flexible, adaptable and willing to train or be trained
- Creative
- I know my limitations and learn quickly

Association Membership & Volunteer Work

Membership of:

- Nursing & Midwifery Council
- Fellow, Royal College of Nursing
- RCN International Reference Group
- Hope, Health, Action NGO
- Team Canada Healing Hands NGO
- Haiti SCI Working Group
- Cap Haitien Health Network
- International Rehabilitation Forum
- ISCoS (International Spinal Cord Society)
- HIFA 2015 (Health Information For All)
- MASCIP (Multi-disciplinary Assoc of SCI for Professionals)
- Co-Founder International Network of SCI Nurses
- Founding Member, African SCI Network
- Associate, Tessa Gough & Associates
- Member of the Commonwealth Nurses & Midwives Federation
- Founding member, North Sri Lankan SCI Nurses Association
- Founding Member, Middle East & North Africa SCI Network

Volunteer Work:

- SCI Nurse Specialist & Mentor, SIRC, Nepal
- Founding Member Nepal SCI Working Group
- Member of the Education Committee, ISCoS
- Member of the Disaster Committee, ISCoS
- Volunteer Hope, Health, Action (Haiti)
- Volunteer Team Canada Healing Hands (Haiti)
- Volunteer Healing Hands for Haiti (Haiti)
- Coordinator Haiti Spinal Cord Injury working Group
- SCI Nurse Specialist & Mentor to Head of Nursing, Mirebelais Hospital, Haiti
- Coordinator of The International Network of SCI Nurses
- Coordinator of Judy Waterlow Pressure Ulcer Prevention Treatment Policy
- HIFA2015 - Healthcare Information For All by 2015 Country Representative (Haiti)
- Asia Spinal Cord Injury Network
- African Spinal Cord Injury Network
- Jordanian Spinal Cord Injury Society
- Neuram, Mauritius
- Motivation
- Middle East & North Africa SCI Network
- Momentum for Humanity Ukraine

Career Summary to date

March 2021 to date	Blue Sky Fostering Approved Foster Carer (aged 8 years and over)
January 2021 – October 2022	Somerset NHS Foundation Trust Registered Nurse Mass Vaccination Programme
Feb 2017 - Feb 2020	Livability Spinal Injury Centre, Dorset – CQC Rating “Overall Good” Registered Manager. Assisting in setting up a new service. Clinical Lead. Educator. Manager.
December 2016 - to date	Tessa Gough & Associates Associate, Expert Witness (Nursing)
April 2015 – July 2016	The Spinal Injury Rehabilitation Centre, A Project of Sangh Nepal Spinal Cord Injury Nurse Specialist, External Consultant - Capacity Building Project
Feb 2015 – April 2015	Regional Spinal Cord Injury Centre, Duke of Cornwall SCI Unit, Salisbury, Wiltshire Specialist Nurse - Acute Outreach Service & inpatient SCI Nursing (Bank)
March 2014 – Feb 2015	The Winterbourne Hospital, BMI Healthcare, Dorchester, Dorset Clinical Nurse Specialist (Spinal)
June 2012 – February 2014	Regional Spinal Cord Injury Centre, Duke of Cornwall SCI Unit, Salisbury, Wiltshire Registered Nurse (Spinal) - Acute SCI Ward - Ventilated and non ventilated
October 2010 – May 2012	Healing Hands for Haiti, Port au Prince, Haiti Klinik Kay Kapab Director and Nurse Programs Manager (Spinal & Rehabilitation)
Jan 2010 – October 2010	Haiti Hospital Appeal, L’Hopital Convention Baptiste D’Haiti, Haiti SCI Project & Nurse Manager & Educator (Spinal & Rehabilitation)
June 2009 – Jan 2010	Salisbury NHS Foundation Trust Registered Nurse (Bank; Emergency Dept)
Nov 2008 – Jan 2010	Nurse Plus Agency Registered Nurse
2006 – Nov 2008	The Team Group (UK & World) Client Liaison & Business Development Manager
April 2006 – Nov 2006	NHS Direct West Country, NHS Direct South West England Complaints Co-ordinator
1999 – 2006	NHS Direct West Country, NHS Direct Nurse Advisor & Shift Co-ordinator
1997 – 1999	Salisbury Health Care NHS Trust, Wiltshire Clinical Manager , Neonatal Intensive Care Unit
1994 – 1997	Salisbury Health Care NHS Trust, Wiltshire Senior Sister , Neonatal Intensive Care Unit
1993 – 1994	Royal Berkshire NHS Trust Sister , Neonatal Intensive Care Unit
1992 – 1993	Riverside Health Authority Acting ENB 405 Lecturer [Special & Intensive Care of the Newborn]
1990 – 1992	West London Hospital, London Sister , Neonatal Intensive Care Unit
1989 - 1990	West London Hospital, London Community Team Midwife
1988 – 1989	West London & Westminster Hospitals, London Acting Senior Midwife [Antenatal & Postnatal]
1988 - 1988	King Edward Memorial Hospital, Falkland Islands Midwifery & Nursing Sister
1987 - 1988	Westminster Hospital, London Rotational Midwifery Sister

1987 – 1987	Royal Victorian Eye & Ear Hospital, Victoria, Australia. Isolation Staff Nurse
1985 – 1986	St Thomas' Hospital, London Rotational Staff Midwife
1982 – 1984	Royal Devon & Exeter Hospital, Devon Staff Nurse, Anaesthetics, Theatre & Recovery

Summary of Qualifications and Awards

2021	Certificate in Self Harm and Suicide Prevention Level 2
2021	Certificate in Children and Young Person's Mental Health Level 2
2021	Approved Foster Carer
2018	Points of Light Award. By UK Prime Minister. For exceptional service supporting people with spinal cord injuries
2017	Winner of the Cavell Nurses Trust International Impact Award. Finalist of the Nursing Times Nurse of the Year Award
2016	Awarded Fellow of The Royal College of Nursing for exceptional and outstanding contribution to the science and art of nursing
2015	Studying for MSc Health Sciences, Southampton University, UK.
2013	Certificate in Wound Healing (Pressure Ulcers). (Post Graduate) Cardiff University (Level 6)
2012	Certificate in Community Based Rehabilitation in Developing Countries (Post Graduate). Queens University. Canada.
2010 - ongoing	Spinal Cord Injury in the developing world - Theory & Practice
2010	Creole and French
2007	Quick Books Accounting
2006	NHS Direct Complaints Computer Data Base
2006	Spanish
2001	Diploma in Quality Assurance (Post Graduate)
1999	Nurse Telephone Consultation (NHS Direct)
1999	Diploma in Management (Post Graduate)
1993	Certificate in Education (Post Graduate)
1992	ENB 405. Special & Intensive Care of the Newborn

1991	City & Guilds 730. Further Adult Education Teachers Certificate
1990	ENB 901. Family Planning Nursing
1990	ENB 997. Teaching & Assessing in Clinical Practice
1985	Registered Midwife
1982	State Registered Nurse
1979	Preliminary Certificate in Residential Care

Summary: Recent Publications, Presentations, Posters, Activities

2010	Nursing Times - A 30 second catastrophe – working in the Haiti earthquake zone
2010	Nursing Times - The simple art of giving and working together – Haitian style
2010	Nursing Times – Everyone mucks in together and are all vital cogs in the wheel – Haiti relief effort
2010	Nursing Times – Patients settling into a routine – Haiti relief effort
2010	Nursing Times – A week like no other
2010	Nursing Times – Recharged and back to work
2010	Nursing Times – Cholera in Haiti – a nurse’s view
2010	Nursing Times – Waiting for Hurricane Tomas
2010	Nursing Times – An extraordinary few days in Haiti
2010	Landry, M. Stephenson, F. Carnie, L. et al. Spinal cord injury rehabilitation in post-earthquake Haiti: the critical role for non-governmental organizations. <i>Physiotherapy</i> 2010; 96: 4, 267-268.
2011	Nursing Times – The tale of Three Friends in Haiti
2011	Stephenson, F. Simple and effective wound care in post earthquake Haiti. <i>Journal of Wound Care</i> . Vol 20, NO 1, January 2011 Pp 5-10
2011	Speaker at International Wound Care Conference, Oxford University, UK, regarding effective wound care in Haiti
2011	Speaker at Tissue Viability Society Meeting, Musgrove Park Hospital, Taunton & Somerset NHS Trust Foundation.
2011	O’Connell, C. MD. Stephenson F. RN. Rapid SCI Training in Post Earthquake Haiti. Poster Presentation ISPRM June. Puerto Rico
2011	Speaker at La Secrétairerie d’Etat à l’Intégration des Personnes Handicapées (SEIPH) Disability Group, Port au Prince, Haiti
2011	Stephenson, F. Lojuste, H. Transportation in Haiti. Poster at The London School of Tropical Medicine in association with The WHO Symposium on Disability in Developing Countries.
2011	Stephenson, F. RN. Spinal Cord Injury Database in Haiti. Poster at LSTM in association with The WHO Symposium on Disability in Developing Countries.

2011	Entry accepted in the WHO Disability and Rehabilitation (DAR) publication titled "International Perspectives on Spinal Cord Injury".
2011	Entries accepted regarding SCI care and statistics in Haiti in WHO Report: Health Response to the earthquake in Haiti, January 2011. Lessons to be Learned for the next massive earthquake.
2011	Stephenson, F. Transforming care for patients with spinal cord injury in Haiti. Nursing Times. Vol 108 No 18/19 May 2012 Pp 22-23
2012	Stephenson, F. RN. Moise, F. MD PM&R. Cavanagh, A. PT. Discharge Planning for the patient with a Spinal Cord Injury in Haiti: A Health Professionals Guide. (English & French)
2012	MASCIP Poster "Introducing SCI Education in Haiti" – Award
2013	F. Stephenson, "Spotlight: Spinal Cord Injury in Haiti", In Cate Buchanan (Editor), <i>Gun Violence, Disability and Recovery</i> , (Surviving Gun Violence Project, 2013).
2013	Creator & Webmaster/Coordinator www.scinurse.org & www.haitisci.org
2013	Presentation: Wound Care in Low to Middle income Countries. Great Ormond Street. Disability & Development Conference. ADAPT.
2013	Presenter & on Expert Panel: Disaster Management for SCI. ISCoS, Turkey
2013	Poster: 3 yr follow up of people with SCI sustained in the Haiti 2010 earthquake. ISCoS Conference, Turkey
2013	Presentation: Setting up a SCI Unit in post-earthquake Haiti. Nottwil SCI Centre, Switzerland
2014	Violently Acquired SCI in Haiti – Surviving Gun Violence Project Webinar
2014	Spinal Cord Injury in Haiti: A Game of Chance. Spinal News Ireland
2014	Poster: Multi-disciplinary Team Work introduced in Haiti. International SCI Nurse Conference
2014	Presentation: SCI Nursing in Haiti. International SCI Nurse Conference, Maastricht
2014	Poster: From Zero to SCI trained nurses in Haiti. ISCoS Conference, Maastricht
2014	UK Emergency Trauma Register (Faculty) Wound Care in the Disaster Situation Rehab Teams
2014	Nursing Standard: Health Information for All - Haiti
2014	ISCoS Education Committee collaboration, Royal Rehabilitation Centre, Amman, Jordan: 2 day SCI workshop for Nurses from Jordan, Libya, Saudi Arabia, Syria
2014	Jordan: Royal Military Services Conference: Safe Management of the SCI Patient in a disaster or conflict Presentation
2014	Asia Spinal Cord Network (ASCON) Annual Conference, Bangladesh: Presentation x 2, Workshop on 'Essential Documentation for the SCI Patient' for nurses from Bangladesh, Malaysia, Nepal, India, Sri Lanka
2015	Poster: Challenges to SCI in Haiti, and proposed improvements. Stephenson F, Duverger N, Murray H. ISCoS Annual Conference, Montreal, Canada
2015	Sudden Onset Disaster : The Role of the Spinal Cord Injury Peer Counselor following the Nepal Earthquakes 2015. Accepted for publication
2015	WHO: Rehabilitation Foreign Medical Team Guidelines in Sudden Onset Disasters. In print (2016)

2015	India Spinal Injury Network (ISSICON) Conference, Delhi, India. Presented; Experiences in Earthquake/disaster relief for SCI Patients. On two Expert Panels (Intermittent Catheterisation in LMICs & Disaster Relief). SCI Nursing Conference; 2 presentations.
2015	Africa SCI Network Conference. Main contributor over three days to support the first African SCI Network conference. Botswana
2015	Asia Spinal Cord Network (ASCoN) 14th Annual Conference. Nursing Workshop - Quality of life & Inclusion; A nursing perspective. & Presentation: "Recovery following the Nepal Earthquakes - international volunteers".
2016	Contributor to "Responding Internationally To A Disaster: Do's and Don'ts For Rehabilitation Professionals". Published 2016.
2016	Middle East Wound, Diabetic, Limb Salvage Conference. Amman, Jordan. Six presentations and workshop. Plus two hour consumer session relating to keeping healthy following a SCI - to military personnel and civilians
2016	ISPRM Conference. Kuala Lumpur, Malaysia. Key Note Speaker - Disaster Response; Role of the International Volunteers
2016	Presentation Abstract accepted for the RCN Centenary Conference - "The important role of the rehabilitation nurse following a sudden onset disaster". September 2016
2016	Posters at ISCoS Conference, Vienna, Austria (September) x 4; SCI Nurse Education Survey. Haiti Emerging Statistics. Nepal x2
2016	International Network of SCI Nurses Workshop at the ISCoS Scientific Meeting, Vienna
2016	ISSICON Annual Conference, Nepal. Presentations x2 ; Challenges of Pressure Ulcer Management in emerging countries; The Nepal Experience. Challenges of SCI Nurse Management in emerging countries; The Nepal Experience
2016	ASCoN Annual Conference, Jakarta, Indonesia. Presentations x 2. Workshop x 2 The Introduction of a Pressure Ulcer Strategy. Case Study; The Introduction of the Urology Nurse. Workshop: SCI Nursing Management
2017	Africa SCI Network Conference. Main contributor over three days to support the second African SCI Network conference. Tanzania
2017	Working Internationally. Contributor and reviewer as part my International Reference Group role
2017	RCN Congress. Presentation: "An alternative Career in Nursing - A personal perspective". Liverpool, UK
2017	Posters x 3 for The ISCoS Conference, Dublin, Ireland: Haiti - Lessons learned: Hurricane Preparedness for people with a spinal cord injury. 7 year follow up of people who sustained a SCI in the 2010 earthquake. Impact of The International Network of SCI Nurses.
2017	Disaster Preparedness presentation. SCI Nurse Meeting at ISCoS Conference, Dublin. Challenges of teaching abroad. ISCoS Education Committee Workshop. ISCoS Conference.
2017	Mongolia. Main contributor to five day training for 140 Mongolian healthcare professions. WHO, ISCoS, Mongolian Ministry of Health initiative
2017	Middle East Wound, Diabetic, Limb Salvage Conference. Amman, Jordan. Presenter at the SCI Workshop. Royal Military Rehabilitation Hospital, Amman - full one day SCI MDT workshop Jordan SCI Society - training for consumers - The expert patient, Peer Supporter.
2018	'Development and implementation of the World Health Organization Emergency medical teams: Minimum technical standards and recommendations for rehabilitation' publication.

2018	Mauritius. Main contributor at the 2 day SCI workshop and 2 day NEURAM conference
2018	Sri Lanka. 1 week training in North Lanka for the MDT and patients followed by 1 week training for senior nurses, released by the government. Formation of the North Lankan SCI Nurses Association.
2019	Morocco. 1st Middle East & North Africa SCI Network. Scientific Committee Member. Plenary presentation 'The role of the SCI Nurse'. One day work shop; Skin Management and prevention of pressure injuries
2019	British Journal of Nursing article reviewer
2019	Contributor to the AO Foundation "Rehabilitation following a sudden onset disaster" book. Chapter; Spinal cord injury.
2020	Member of the Development Group for Spinal Cord Injury working on the development of WHO's Package of Interventions for Rehabilitation
2020	Presenter at the virtual conferences on SCI Nursing Care: ISCoS, Saudi Arabia, Indian SCI (ISSICON). Sri Lanka
2021	Member of the Development Group for Spinal Cord Injury working on the development of WHO's Standards/Guidelines for Emergency SCI Team Response
2021	UK Emergency Medical Team Lecturer – SCI Nursing
2022	Member of the ISCoS Toolkit Working Group – Specifically 'Data management' for use globally
2022	World Federation for NeuroRehabilitation and Middle East & North African SCI Network (MENASCI) Conference Speaker
2023	Ukraine MDT Training Bladder and Bowel, Autonomic Dysreflexia Management, Role of the SCI Rehabilitation Nurse. 2 Week Training Consultant
2023	Tunisia MENASCI Conference Speaker – Bladder Management