

Network Education & Workforce Development Group Draft Objectives 2013/14

Objective 1: To develop & monitor a standardised approach to recruitment and retention into neonatal units					
Reference SSBCNN Objective	Work Programme	Measurement Used	Lead	Review Date	Progress Review March 2014
	Continue to support the network Foundation Programme, by releasing staff from each unit.	Managers to identify learners for next programme to practice educators by TBC	Jo Cookson Lynsey Clarke Network Practice Educators	Sep-13	
	To implement a network agreed competency framework and training programme for neonatal Health care support workers	Network Neonatal HCSW Competency Framework adopted for use in all units in the network Evaluations from HCSW training in the network	Jo Cookson Lynsey Clarke Network Practice Educators	Mar-14	
	Develop a network wide neonatal escalation policy	Standardised network escalation policy is implemented	Ruth Moore Network Manager/ Lead Nurse	Sep-13	
Objective 2: To develop a sustainable neonatal workforce					
Reference SSBCNN Objective	Work Programme	Measurement Used	Lead	Review Date	Progress Review March 2014
	Complete an annual survey of current neonatal workforce in each unit	Results of annual survey discussed and recorded in meeting minutes	Ruth Moore Network Manager/ Lead Nurse	Jun-13	
	Support individual units business cases to develop an appropriate workforce for their neonatal service	Information supplied to support individual unit business cases	Ruth Moore Network Manager/ Lead Nurse	Sep-13	
	Develop effective working relationships with Health Education West Midlands and the West Midlands Deanery	Appropriate representation/working relationships documented in Education and Workforce Group's Terms of Reference	Jo Cookson Lynsey Clarke Network Practice Educators		

Objective 3: To develop and deliver a network training programme to meet agreed network training needs

Reference SSBCNN Objective	Work Programme	Measurement Used	Lead	Review Date	Progress Review March 2014
	Work with HR departments in the network to develop and agree an efficient process to enable staff rotation between neonatal units for training and update opportunities	Staff appraisals identify rotation between units in the network	Ruth Moore Network Manager/ Lead Nurse		
	Seek HR representatives from provider Trusts to assist progress with staff rotation	HR representative attendance minuted at workforce group meetings	Ruth Moore Network Manager/Lead Nurse		
	Plan and hold network study days as agreed in network education and training programme	Evaluation reports from study days published on network website and discussed at workforce meetings	Jo Cookson Lynsey Clarke Network Practice Educators		
	Develop simulation training within the network	Resources obtained and network simulation training programmes implemented in units and embedded in the curriculums of further education programmes	Jo Cookson Lynsey Clarke Network Practice Educators		
	Arrange a WM neonatal simulation group meeting to discuss a standardised approach to neonatal simulation training across the WM and share best practice	Minutes from meetings circulated with examples of best practice in simulation training to units in the SSBCNN	Chrisantha Halihakoon		