

Workforce Development Group Draft Objectives 2011/12

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 2012
SSBCNN 1+2	Continue to support the Foundation Programme, by releasing staff from each unit.	Managers to identify learners for next programme to Practice Educator by 4 July 2011.	Lynsey Clarke	Sep-11	
	To implement Network agreed competency framework for HCSW training, in line with neonatal toolkit staffing models.	Workforce staffing models 80/20 split in trained staff.	Chris Thomas/ Dawn Homer	Sep-11	

Objective 2: To develop a sustainable network workforce

Reference SSBCNN Objective	Work Programme	Measurement Used	Lead	Review Date	Progress Review March 2012

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 2012
	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	Practice Educators & Unit Senior Nurses	Sep-11	
	Undertake a Network education survey to identify topics for Network study days. Plan and hold Network study days as need identified from education survey.	Education survey reported to Network Board. Evaluation reports from study days circulated to the Workforce Group.	Practice Educators	Sep-11 Mar-12	