

Network Neonatal Education & Workforce Development Group Objectives 2014/15 Draft Version

Objective 1: To develop & monitor a standardised approach to recruitment and retention into neonatal units						
Reference SSBENN Objective	Work Programme	Measurement Used	Lead	Review Date	Progress Review 2015	March
	Continue to support the network Foundation Programme, by seconding appropriate staff from each unit	Managers second appropriate learners for each programme	Jo Cookson Lynsey Clarke Network Practice Educators	Mar-15		
	Promote Neonatal Nursing as a Career and advertise the network - * Managers to identify dates of career fairs in their location * Develop standard information to be given out at career fairs across the network area * Consider offering work experience opportunities to Year 10/11 school students in neonatal units across the network	Standard network neonatal career information identified and circulated to unit managers Reports from career fairs attended fed back at education/workforce group meetings Information about the work experience programme at Dudley shared with the education/ workforce group	Ruth Moore Network Manager/ Lead Nurse	Oct-15		
Objective 2: To develop a sustainable neonatal workforce						
Reference SSBENN Objective	Work Programme	Measurement Used	Lead	Review Date	Progress Review 2015	March
	Complete an annual survey of current neonatal workforce in each unit benchmarked against unit activity and other units/networks where information is available	Results of annual survey discussed and recorded in meeting minutes	Ruth Moore Network Manager/ Lead Nurse	Jun-14		
	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	Mar-15		
	Develop effective working relationships with Health Education West Midlands, Local Education and Training Boards and Committees 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	Sep-14		

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 2015	March
	Work with Chief Nurses and 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	Jun-14		
	To implement a network agreed competency framework and training programme for neonatal Health care support workers based on the national competency framework when published	Network Neonatal HCSW Competency Framework adopted for use in all units in the network Evaluations from HCSW training in the network published on the network website	Jo Cookson Lynsey Clarke Network Practice Educators	Mar-15		
	Plan and hold network study days as agreed in network education and training programme Widen participation to include midwives/maternity service staff as appropriate	Evaluation reports from study days reviewed and discussed at workforce meetings	Jo Cookson Lynsey Clarke Network Practice Educators	Mar-15		
	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	Sep-14		
	Arrange a Midlands neonatal simulation group meeting to discuss a standardised approach to neonatal simulation training across the Midlands and share best practice	Minutes from meetings circulated with examples of best practice in simulation training to units in the SSBCNN	Chrisantha Halihakoon	Jun-14		

Objective 4: To develop standardised resources across the network to support the neonatal workforce					
	Develop a network wide neonatal escalation policy with agreed interventions at set triggers	Standardised network escalation policy and interventions is agreed and implemented	Ruth Moore	Oct-14	
	Develop a network wide neonatal nursing care plans and documentation	Standardised network neonatal nursing care plans and documentation are agreed and implemented	Ruth Moore	Mar-15	