



# NEONATAL INDUCTION PROGRAMME

Created by the Yorkshire and Humber Neonatal ODN for the newly qualified nurse or nurse new to neonates in preparation for the Neonatal Foundation Programme.



## **NEONATAL INDUCTION PROGRAMME**

**This programme has been designed by the ODN Neonatal Clinical Educators to support newly qualified nurses, or nurses new to neonates in the transition to neonatal staff nurse and in preparation for the Neonatal Foundation Programme.**

**This document is not mandatory but can be used by units who do not have a formal induction programme, or who feel it will compliment there current induction process. It is designed to ensure the nurse has some basic neonatal knowledge prior to commencing the Neonatal Foundation Programme, and it is advised that it is completed within the first 6 months of them commencing in post.**



## **Basic Clinical Observations and Assessment of the Neonate**

### **Aim:**

**To be able to complete a full and comprehensive assessment of the neonate**

<b>Learning Objective</b>	<b>Signature and Date Achieved</b>
Be able to identify normal ranges for clinical observations in the neonate.	
Can state significance of skin colours: <ul style="list-style-type: none"> <li>• Pallor</li> <li>• Jaundice</li> <li>• Cyanosis</li> </ul>	
Be able to demonstrate a thorough assessment of the neonate.	
Be able to identify acceptable saturation limits with relation to gestational age and unit policy.	
Be aware of varying ways of delivering oxygen.	
Have an understanding of the need for a thermo-neutral environment and recognise equipment that can be used to support this.	
Understand and recognise the implications of: <ul style="list-style-type: none"> <li>• Hypothermia</li> <li>• Hyperthermia</li> </ul>	
Can respond appropriately to a deviation in clinical observations.	
Be aware of the importance of monitoring blood glucose levels and when action is required	
Can accurately document and report any change in clinical condition.	



## Nutrition and Fluids

**Aim:**

**To provide adequate and appropriate nutrition using skills and knowledge to encourage healthy growth**

Learning Objective	Signature and Date Achieved
Be aware of the unique nutritional needs of preterm infant.	
Have an awareness of alternative methods of feeding and when these may be appropriate: <ul style="list-style-type: none"> <li>• Bottle feeding</li> <li>• Cup feeding</li> <li>• Nasogastric/Orogastric feeding</li> </ul>	
Be aware of local/network feeding policies.	
Understand the process of Nasogastric/Orogastric feeds: <ul style="list-style-type: none"> <li>• Passing and securing tubes</li> <li>• Aspiration and pH testing</li> <li>• Troubleshooting</li> </ul>	
Be able to accurately calculate daily fluid requirements.	
Complete local breastfeeding training and be aware of support available for families.	
Can offer support and advice to a breastfeeding mother including hand and pump expression.	
Can demonstrate how to bottle feed in line with local developmental care guidance.	
Understand when IV fluids may be required.	



## Infection Control

### Aim:

**To provide a healthy and safe environment and take steps to prevent and treat neonatal sepsis**

Learning Objective	Signature and Date Achieved
Be aware of local IPC guidelines.	
Access local Infection Prevention and Control training.	
Be able to demonstrate and explain the need for using universal precautions.	
Understand the importance of maintaining the hygiene needs of the neonate.	
Be aware of the signs and symptoms of sepsis and how to identify them.	
Access local/national antibiotic guidelines to understand their varying use.	
Be aware of common infections affecting neonates and why they are more susceptible.	



## Skin Integrity

**Aim:**

**To maintain healthy skin integrity**

Learning Objective	Signature and Date Achieved
Be aware of the basic physiology of the skin.	
Have an understanding of the skin care needs of the term infant.	
Have an understanding of the skin care needs of the preterm infant.	
Be able to identify infants that are at increased risk of poor skin integrity.	
Understand the importance of nursing interventions to promote good skin integrity. For example: <ul style="list-style-type: none"> <li>• Regular pressure relief</li> <li>• Probe site changes</li> </ul>	



## Jaundice

**Aim:**

**To identify jaundice and treat accordingly**

Learning Objective	Signature and Date Achieved
Be able to identify the early signs of jaundice.	
Have an understanding of why neonatal jaundice occurs.	
Understand the differences between physiological and non-physiological jaundice.	
Be aware of local and national policies relating to jaundice and treatment	
Have an awareness surrounding the NICE guideline treatment charts and there correct use.	
Be aware of treatments that may be required: <ul style="list-style-type: none"> <li>• Phototherapy</li> <li>• Exchange transfusion.</li> </ul>	
Be able to demonstrate how to commence treatment safely and effectively.	
Have an understanding of the nursing implications of caring for a neonate receiving phototherapy.	



## Medicines Management

**Aim:**

**Can administer medications safely and competently**

Learning Objective	Signature and Date Achieved
Understands and follows local trust medicines policy.	
Undertake local trust medicine management training.	
Be aware of how to access local or network guidelines when administering medicines.	
Be aware of commonly used medications and there side effects.	
Can accurately calculate medication doses.	
Be aware of the 5 R's when administering medication: <ul style="list-style-type: none"> <li>• Right drug</li> <li>• Right dose</li> <li>• Right route</li> <li>• Right patient</li> <li>• Right time</li> </ul>	





## Family Integrated Care

**Aim:**

**The nurse is able to provide Family Integrated Care**

Learning Objective	Signature and Date Achieved
Understand how infants communicate and how we can use this information to adapt caregiving	
Have an understanding of the importance of parental involvement in the care of their infant.	
Understand how the environment can affect the infant and how practical strategies of developmental care can be adapted to improve the experience and outcomes for families and infants.	
Understand the importance of infant positioning and safe sleep for infants in the special care nursery.	
Be aware of the neurodevelopmental risks associated with premature birth.	
Act as an advocate for infants and families within the service	
Can identify the stresses for the infant in the SCBU environment and has an awareness as to how the nurse can reduce the impact of this stress for the infant	
Recognise the impact of the neonatal environment on family functioning.	



## Recognising the deterioration of the neonate.

### Aim:

**The nurse is able to recognise when an infant is deteriorating and initiate resuscitation**

Learning Objective	Signature and Date Achieved
Be competent in the checking and use of the cot side emergency equipment	
Be aware of the predisposing factors to apnoea and bradycardias	
Be aware of the signs that an infant's respiratory/cardiovascular status is deteriorating	
Be able to raise concerns and escalate accordingly (in line with hospital policy).	
Have completed local BLS training.	
Be working towards completion of the NLS.	
Be aware of the signs and symptoms of neonatal sepsis.	
Understand the need for EMBRACE referral when appropriate.	
Understand the need for transfer of care: <ul style="list-style-type: none"> <li>• Repatriation</li> <li>• Surgical assessment</li> <li>• Ongoing medical care in specialist unit</li> </ul>	



## **Pain management and assessment**

### **Aim:**

**The nurse understands how to assess and manage infant pain**

<b>Learning Objective</b>	<b>Signature and Date Achieved</b>
Have an understanding of the physiological and behavioural responses to pain	
Be aware of Neonatal Pain score (using local guidelines).	
Be aware of how to support pain management: <ul style="list-style-type: none"> <li>• Non-pharmacological</li> <li>• Pharmacological</li> </ul>	
Be aware of the importance of procedural pain relief.	
Support parents in providing comfort to their baby.	



## Admission, Discharge and Screening

### Aim:

To provide holistic care from Admission to Discharge

Learning Objective	Signature and Date Achieved
Be aware of local processes in relation to: <ul style="list-style-type: none"> <li>• Admission</li> <li>• Transfer</li> <li>• Discharge</li> </ul>	
Understand local documentation that needs to be completed for: <ul style="list-style-type: none"> <li>• Admission</li> <li>• Discharge</li> <li>• Patient Transfer</li> </ul>	
Understand the need and criteria for Neonatal Screening. For example: <ul style="list-style-type: none"> <li>• Blood spot</li> <li>• Cranial ultrasounds</li> <li>• ROP</li> <li>• HIP screening</li> <li>• Hearing</li> </ul>	
Be aware of necessary referrals to Allied Health Professionals on discharge. For example: <ul style="list-style-type: none"> <li>• Screening</li> <li>• Physiotherapy</li> <li>• SALT</li> <li>• Dietician</li> <li>• Specialist Consultants</li> </ul>	



## **Professional Conduct, Communication and Documentation**

### **Aim:**

**To work in accordance with the NMC standards and maintain professional accountability**

<b>Learning Objectives</b>	<b>Signature and Date Achieved</b>
Have read the NMC Code Of Conduct	
Understand the importance of clear and accurate record keeping.	
Be accountable for one's own practice.	
Can discuss the implications of maintaining patient confidentiality and data protection.	
Complete local information governance training.	
Be aware of local complaints procedure and be able to signpost families.	
Complete Badger training.	
Complete ICE training (or equivalent	