

The Leeds Centre for Newborn Care Neonatal Foundation Induction Programme (NFIP)

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Background

- Where we were...
 - Preceptorship programme revised 2016/17
 - One:one preceptor:preceptee
 - Foundational competencies (pre-QiS prep only)
- Why change was needed
 - Preceptor:preceptee numbers difficult
 - Lack of induction programme linking knowledge and skills
 - Repetition and retrospective completion of paperwork
 - Economic and educational changes nationally
 - Struggling to release staff for training
 - To ensure staff are fit for purpose with appropriate skills
 - Lack of standardisation for neonatal nurse training across trusts
- Where we are now
 - NFIP pilot

NFIP

- Structure
- Content of teaching sessions
- Paperwork
- Support/Preceptors
- Assessment



NFIP

Neonatal Foundation Induction Programme

An introduction to neonatal nursing designed to develop knowledge and skills required to safely and competently care for premature and sick babies within Leeds Neonatal Services.

Structure

- 8 weeks supernumerary period
- 2 weeks spent in each area
- 8 x teaching sessions covering foundational topics, skills and training
- Rotation plan for first 1 – 2 years to ensure broad experience
- Preceptorship support network

Content

- **Phase One**
 - Respiratory and Cardiac
 - The SCBU baby
 - Fluids and Feeding 1
 - The Family
 - Skin, Hygiene and Infection Prevention
 - The Brain and Pain
 - Surgical Conditions 1
 - Transition, Discharge and Wider Issues
- **Phase Two**
 - Respiratory and Cardiac
 - Fluids and Feeding 2
 - Sepsis, Immunology and Pharmacology
 - Surgical Conditions 2
- **Phase Three**
 - Principles of ICU and Cardiac Anomalies
 - Complex Ventilation
 - Nutrition, Growth, Fluids and Electrolytes
 - The Brain
 - Critical Decision Making *theory and practical*
 - Long-Term Outcomes and beyond QiS

Supportive Documents and Assessment

- Area Rotation Guide
- Record of Interviews
- Portfolio with Evidence
- Summative Assessment

Support

- Lead Preceptors
- Area Preceptors
- Psychology support
- Education Team
- Buddy

Feedback

- 15 early career Neonatal Nurses
- “better integration into the team”
- “improved peer support”
- Assurance of underpinning knowledge and clear record of progress
- Potential issues managed promptly

The future

- Rolling out Phases 2 and 3
- ?comparable to traditional QiS
- Unknowns:
 - Credited?
 - Sufficient assessment process?
 - Phase 3 University based?
 - Pathways of funding?
- What is your buy in?