

Minutes of Education & Practice Development Group

Monday 12 December 2022
10.00am – 1.00pm
MS Teams

Present:

Judith Foxon (JF), Deputy Lead Nurse (Education & Workforce), EMNODN (Chair)
Susan Chisela (SuC), Practice Development Nurse, EMNODN
Charlotte Dolby (CD), Education & Clinical Effectiveness Nurse, EMNODN
Anjali Sood (AS), Education & Practice Development Sister, UHL
Katie Seaton (KS), Education & Practice Development Sister, UHL
Haley Gatens (HG), Clinical Educator, PHB
Denise Sewell (DS), Clinical Educator, LCH
Lynsey Lord (LL), Practice Development Matron, KMH
Kathryn Price (KP), Practice Development Nurse, NGH
Sasha Coleman (SC), Clinical Educator, NGH
Sindhu Sajan (SS), Practice Development Nurse, KGH
Sally Shipley (SaS), Practice Development Nurse, UHDB
Alison Robinson (AR), Practice Development Nurse, CenTre transport
Shaun Edwards (SE), Neonatal Lecturer, Leicester De Montfort University
Stephanie Mcgarry (SM), Practice Development Nurse, NUH
Lucy Johnson (LJ), Regional Senior Clinical Lead Midwife, HEE Midlands
Dee Wilson (DW), Regional Clinical Fellowship Midwife, HEE Midlands

	Subject	Attachment	Action
1.	<p>Welcome, introductions and apologies Welcome to Charlotte Dolby who started with the ODN today. Charlotte has been appointed to the 12-month fixed term post of Education & Clinical Effectiveness post.</p> <p>Apologies received from Donghong Langley, Rachel Cook, Sophie Gilmore, Ellen Cutler, Susanna Woodhouse</p>		
2.	<p>Declarations of Interest There were no declarations of interest.</p>		
3.	<p>Minutes from the Previous Meeting Amend list of attendees to show that Denise Sewell was present. With this addition the minutes from the previous meeting can be accepted as an accurate record of proceedings.</p>	<u>A</u>	
4.	<p>Actions & Matters Arising 4.1 NLS Training Costs Significant variation in costs that different providers charge for NLS provider course. Not funded by HEE, budget will come from CPD funding at Trust level and costs will be set by individual provider.</p>		

	<p>4.2 Travel Time/Expenses for Foundations Day No further updates on this issue from service.</p> <p>4.3 Recommendations for ratio of Educators to Staff</p> <p>National Education & Workforce Leads are currently developing recommendations for 'quality roles' in Neonates, including Educators. Proposal that neonates adopt the 1WTE to 50 Headcount of staff recommendations that are used for paediatrics.</p> <p>JF is trying to locate the link to the paediatric recommendations to check whether it is in relation to PICU or general paediatrics and will circulate as soon as possible.</p>		JF
<p>5.</p>	<p>Education Meetings</p> <p>5.1 Plan for 2023 meetings Plan shared and agreed:</p> <ul style="list-style-type: none"> • Face to face full day x2 per year. Morning would be 'business' meeting and afternoon would be for professional development to be agreed. • Face to face half day x1 per year. • Virtual meeting via Teams x1 per year. <p>5.2 TOR The TOR have been updated and circulated.</p> <p>No changes made so will be submitted to the Governance Group for ratification.</p>		
<p>6.</p>	<p>National & Regional Update</p> <p>6.1 NCCR Funding National funding has been allocated to some units to increase establishment for nurses providing direct patient care.</p> <p>A much smaller amount of funding will be released 2023/2024 to support 'quality' roles e.g., Educators, Governance, Family Care. The amount allocated for the whole country was £9m but the money may be redirected to other priorities (e.g. Ockenden). JF will continue to work on the gap analysis for these roles so that if money is allocated we have the information needed to inform the funding distribution. When funding allocation details are available, they will be shared.</p> <p>6.2 Ockenden Funding Additional funding has been allocated to support recruitment of additional neonatal staff such as, AHPs, Psychologists, Medical staff and ANNPs at local Trust level. Plans have been agreed locally with Trusts and posts are being advertised.</p> <p>6.3 HEE HEE Innovation Funding The ODN has been awarded money to support training and development of neonatal staff and will include:</p>		JF

- AHP training
- Nurse Leadership
- Compassion focussed techniques
- Psychology training

Some of the training, such as FINE training and Therapies in Action, will be offered to nurses and medical staff as well as AHPs so that unit-based staff gain insight and some foundation knowledge and understanding into these roles.

Anyone attending the courses will be expected to feedback. It is a stipulation of the funding award that we provide a report at regular intervals.

HEE Neonatal Workforce Projects

HEE are establishing several groups to look at different ways to improve recruitment into neonates and QIS training;

- Standardising QIS training across the country
- Pre-reg training that might encourage nurses to apply to neonates on qualifying

HEE STAR Workshops

HEE have held 2 STAR workshops to look at ideas for developing and optimising the neonatal workforce. Ideas will be prioritised for project work.

6.4 ODN Update - Neonatal Career Pathway

As a part of the ODN Education & Workforce Strategy we're developing a Neonatal Career Pathway which will describe how staff can move through the career pathway from non-registered roles to registered nurse to QIS etc.

SuC and CD have started to look at competences for Band 5 nurses pre-QIS. The purpose of a competency document would be to provide nurses working towards QIS with the evidence that they have the skills to safely care for some high dependency babies. Previously we have looked at the pan-London document and you have all commented on it. It was felt that this document was too big and needed to be broken down into more manageable parts. The pre-QIS competency document would be aligned with the Foundations competency document.

SE is happy to share resources used on HDU module to assist with development of the competency document and align the competences achieved in the clinical area pre-QIS to those required in the QIS.

Meeting to be arranged with SE, EC, SC, CD and JF to discuss the QIS and Pre-QIS Band 5 skills development.

DS asked whether Nursing Associates (NAs) who can't go on the QIS course can care for high dependency babies. JF reported that

JF

	<p>the role of NAs is being discussed at national level. NAs are not registered nurses (they are on the NMC register but are not registered nurses). Therefore, at the moment, in line with BAPM standards, NAs shouldn't be looking after babies who require high dependency care.</p> <p>Competences are for Band 5 nurses to work through whilst waiting to access the QIS course.</p> <p>SuC has put together an ODN JD for NAs which will be circulated for comment and once ratified can be used to help with the writing of local JDs.</p>		
<p>7.</p>	<p>University/HEI Update</p> <p>7.1 NTU No update available</p> <p>7.2 DMU SE reported that the HDU Module started in October. Numbers are good and 17 students are enrolled. The ITU module starts in February and numbers are also looking positive with some returning students.</p> <p>The current cohort do appear to be less engaged than previous cohorts and reluctant to contribute. This may be due to some having less experience. Some only have about 1-year neonatal experience and this may mean they feel less confident to contribute to discussions. The course is delivered as a hybrid model – 50% online and 50% face to face. However, this may change to more face-to-face teaching to encourage better participation.</p>		
<p>8.</p>	<p>QIS</p> <p>8.1 QIS TNA & Trajectories for Achieving National Recommendations</p> <p>Almost all the EM units fall below the national recommendations for 70% of nurses to be QIS.</p> <p>Discussion about whether we could train more QIS nurses if the number of intakes was increased. KP reported some issues with the numbers of staff wanting to undertake the QIS. Also, commented that NGH probably couldn't release more staff from service.</p> <p>There are a number of nurses who don't want to undertake the QIS for various reasons but are very experienced skilled nurses. SE suggested we map, across the ODN how many staff there are in this position and whether we can evidence their skills and knowledge to show equivalency to QIS. The Band 5 competency booklet may address this in some way.</p> <p>On completion of the Foundations the students have 1:1 feedback and some students will be advised that we think they're ready to undertake the QIS. SC proposed a session for students completing</p>		

	<p>the Foundations course to outline ‘what happens next’ and encourage them to undertake some of the pre-QIS competences to sustain motivation.</p> <p>DS commented that the conversation about QIS needs to be worded carefully because there are a number of nurses who are waiting to go on the QIS who completed the Foundations some time ago and they would need to access the QIS first.</p> <p>JF agreed that the advice would be generic, and students would be advised to discuss with their educators and managers. The students’ final summary sheets could also be shared with the educators so that they are aware of what has been said.</p>		
<p>9.</p>	<p>Foundation Programme 9.1. Update on Cohort 4 Cohort 4 is well underway and evaluating well. There are 16 students, our biggest cohort so far.</p> <p>Thank you to everyone who has contributed to the teaching.</p> <p>Cohort 5 will start in mid-April, exact date to be confirmed.</p>		
<p>10.</p>	<p>Education & Practiced Development Update from Areas 10.1 Unit/Trusts NGH 2 nurses and 1 NA on Foundations. 4 currently undertaking QIS.</p> <p>ULHT Neonatal education team are working with Trust preceptorship team to align preceptorship and Foundations programme to minimise duplication. Foundations competency booklet is being accepted as clinical skills evidence. Neonatal team have been asked to provide some neonatal scenarios to feed into the preceptorship programme.</p> <p>Issues with invoices for QIS course being sent directly to students which causes them anxiety and work for the education team to try to arrange for the invoices to go to the Trust. Issue seems to be only with UoN courses. ULHT team have contacted UoN and hope that the issue is now resolved.</p> <p>New SIM doll has been purchased and SIM sessions will start in January.</p> <p>PHB 1 nurse completing QIS and that will mean QIS is 78%!</p> <p>LCH 4 on Foundations course – 3 nurses and 1 NA. 1 on QIS and this will increase to 3 in February.</p>		

QIS was up to 69% but several staff have left (about 11) recently which has had big impact on staffing. Boston are supporting shifts where possible.

KMH

2 on Foundations and more candidates for next cohort. Staff are really enjoying it and it's evaluating well.

1 on QIS. Another nurse had to pause QIS for personal reasons but will restart in the new year.

Relaunching TC next year. 6 new staff have been employed for TC and training days are being delivered. (Further TC discussion below)

BFI Stage 2 in progress and training days are going well.

NUH

2 on NUH Foundations at the moment.

4 on QIS and 6 more will start QIS in the new year.

Around 18 new staff have started in the past 2 months. Another cohort are due to start at the end of January. Hoping that all of the cohort of 18 will be on the QIS by the end of next year.

The Education team is expanding and is sufficient to cover Monday to Friday. An additional Band 7 is starting in February 2023.

UHL

No update available from UHL.

KGH

Interviewing for Band 5 nurses today.

3 Nursing associates recruited and are currently on the local induction training.

3 staff on Foundations. 3 on QIS.

Discussion on TC

General discussion about challenges on delivering TC and achieving competences, especially midwives giving IV medication to neonates. There are examples around the country where it works well. SM reported on model in London where maternity had taken full responsibility for TC and this worked really well. JF was aware of a unit in EoE which worked in similar way and delivered TC successfully.

10.2 CenTre

Face to face education and SIM training programme is increasing now. There is a SIM day planned at NGH for January and others I discussion. Please get in touch with Alison via email to arrange SIM

	or face to face transport education sessions.		
11.	<p>EMAS JF was contacted by EMAs for advice on the use of Transwarmer mattresses for transferring babies to hospitals. This has expanded to discussions about thermoregulation. We are exploring the possibility of some teaching as a collaboration between EMAs, CenTre and the ODN.</p>		
A	<p>Education Events</p> <p>11.1 Network Conference Conference took place in September. The conference overall was very well evaluated despite several issues with the venue including the cold and microphone issues.</p> <p>11.2 Leadership training days 2 Leadership training days planned for early new year. These are aimed at matrons, ward managers and shift leaders. Dates will be circulated as soon as possible.</p> <p>11.3 Targeted Teaching Sessions/Webinars KP has shared a short video on how to set up CPAP.</p> <p>11.4 Cardiac Education day Planned by the EM cardiac network for March 2023</p>		
12.	<p>Sharing Innovation, Good Practice and Learning Fantastic news that NGH have been awarded funding to build parent accommodation.</p> <p>NUH. Good feedback on Blood spot screening following the introduction of teaching sessions and inclusion on mandatory training.</p>		
13.	<p>Safety Alerts/Learning from Incidents</p> <p>13.1 Cooper Surgical Neofit All staff aware of alert.</p> <p>Some units have reverted to older methods of securing ETT with hats and ties. Others looking at alternatives such as NeoBar</p>		
14.	<p>Network Education & Workforce Strategy</p> <p>14.1 Nursing Section Continued delays to circulating Education & Workforce Strategy. Draft v1 should be circulated in March 2023.</p>		JF
15.	<p>AOB None tabled</p>		
16.	<p>Date/Time of Next Meeting Monday 13 March 2023, 9:00am – 4:00pm, Clinical Education Centre, Glenfield Hospital, Leicester, LE3 9QP</p>		