



# Annual Education Report

Financial Year 2024/2025

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*Working together to provide the highest standard of care for babies and families*

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## Executive Summary

The **North West Neonatal Operational Delivery Network (NWNODN)** remains the largest neonatal operational delivery network in the UK, comprising 22 neonatal units, including two surgical centres. Education continues to be at the core of the NWNODN's mission to deliver safe, effective, and family-integrated care. The Education Team, which includes a multidisciplinary workforce from across the network, remains focused on providing up-to-date, clinically relevant teaching while developing innovative education initiatives tailored to the constantly evolving neonatal landscape.

In the **2024/25 period**, the NWNODN successfully delivered a wide variety of educational opportunities, including both established programmes and new, innovative projects. The **Foundation in Neonates (FiN)** programme continues to be a key educational offering with excellent engagement across the network. Through ongoing evaluation and quality assurance, the programme has evolved to ensure it remains fit for purpose and supports the professional development of neonatal nurses.

A significant milestone during the year was the successful **Surgical Module Pilot**, which received excellent feedback and supports its potential to become a regular educational module offered by NWNODN. The **Volume Targeted Ventilation (VTV)** workshops and **Neuroprotective Care** initiatives were very well received by the neonatal multi-disciplinary team (MDT), underscoring the NWNODN's commitment to enhancing the quality of neonatal care through targeted training across all staff groups.

**Governance activities** within the NWNODN have continued to support education, safety, and professional wellbeing, with a focus on clinical effectiveness and incident management. Regular engagement with the Governance Lead, the Senior Educator, and the Clinical Effectiveness Group has helped identify and address educational needs arising from NWNODN governance activity.

The NWNODN has also made significant strides in **collaborative working** with other organisations and stakeholders. Initiatives such as the **Managers Development Course**, **Educators Away Day**, and the **Neuroprotective Trauma Informed Care** webinars have strengthened collaboration, knowledge sharing, and professional networking across the region.

### Key Highlights:

- **Total individuals trained: 1,137**
- **Total CPD hours delivered: 16,543 hours**
- **Excluding FiN & IR FiN: 1,006 staff trained, 7,404 CPD hours delivered**

**Looking ahead**, the NWNODN is pleased to welcome a Medical Trainee to the Education Team, together we will continue to enhance our educational provision through the development of new online resources designed to support clinical practice and strengthen confidence and competence across all professional groups. The network is also progressing

the national standardisation of the *Qualified in Speciality (QIS) Pathway* and further promoting careers in neonatal care.

In addition, projects such as the *Pre-QIS Training, Enhanced Skills Workshops*, and the *AHP/Psychology/Pharmacy (AHP,P,P) Induction Pack* will provide targeted development opportunities to support staff across disciplines and at all stages of their neonatal career journey.

In summary, **2024/25** has been marked by successful educational programmes, ongoing improvements to training delivery, and a strong commitment to supporting the professional growth and wellbeing of neonatal staff. The NWNODN is well-positioned to continue providing high-quality education and training opportunities to meet the evolving needs of the neonatal workforce, ensuring that both neonates and their families receive the best possible care.

## Introduction

The North West Neonatal Operational Delivery Network (NWNODN) remains the largest ODN in the UK, comprising 22 neonatal units, including two surgical centres. Education continues to be a core priority, underpinning the NWNODN's commitment to delivering safe, effective, and family-centred care.

The NWNODN Education Team comprises:

- Lead Nurse for Workforce & Education
- Medical Education Lead
- Senior Clinical Educator (ANNP)
- Two Clinical Educators
- Education Project Manager

The Education Team draws upon expertise from the multidisciplinary workforce across the whole network to provide up-to-date clinically focused teaching and continues to strive to develop new education initiatives based on the constantly changing neonatal world.

The strength of this education lies not only in the clinical expertise, but also in the contributions of families, who generously share their personal experiences. Their involvement brings authenticity and emotional insight to educational activities, enhancing the relevance and impact of all sessions.

The year **2024/25** has continued to reflect the NWNODN's commitment to educational excellence, with the **ongoing delivery of established programmes** alongside the **introduction of innovative new projects, events, and collaborative learning opportunities**.

## Background

The NWNODN [Education Strategy](#), developed in response to the **NHS Long Term Plan** and the **Neonatal Critical Care Review (NCCR)**, supports a diverse workforce—including nurses, doctors, allied health professionals (AHPs), psychologists, and pharmacists—with education that ensures safe, effective, and evidence based neonatal care.

The strategy is built around three core themes:

1. **Developing the Ideal Team**
2. **Supporting Career Pathways**
3. **Providing Safe and Effective Services**

[The NWNODN Workforce Strategy](#) describes the **'Ideal Team'** as being made up of many different healthcare professionals, many who require the same knowledge, skills, and competence. In 2022 Allied Health Professionals (AHPs) joined the ODN team and their contribution to teaching has enriched the content of all ODN teaching programmes, reflecting the NWNODN's commitment to supporting a multi-disciplinary approach to neonatal care.

The **North West Expert Education Group (NWEEG)** was formed as an oversight body to ensure all NWNODN education is clinically focused, equitable across professions, and responsive to service and family needs. NWEEG membership includes stakeholders from across the NW region, including NHSE Workforce, education providers, the NW Deanery, and parent representatives.

### Purpose

The aim of this report is to give an overview of the education that has been provided by the NWNODN during financial year **April 2024 to March 2025** as well as ongoing developments and future plans for the forthcoming year. However, for the purpose of the Foundation in Neonates (FiN) programme please note that the data analysed is in calendar years due to the timings of each programme.

Details on course delivery, attendance, and CPD hours can be found in [Appendix 1](#).

### Scope

The information set out in this report is relevant to all providers of neonatal care in the Northwest Neonatal Operational Delivery Network.

### Training Needs Analysis (TNA)

A comprehensive Training Needs Analysis was conducted to evaluate the current and future educational needs of the neonatal workforce across the Northwest and to assess how well these needs are currently being met.

The TNA included the full **multidisciplinary team (MDT)**—Allied Health Professionals (AHPs), Psychologists, Pharmacists, Doctors, and Nurses. The questions were designed to be relevant, measurable, and easy to analyse, enabling clear comparison across units and identification of consistent training gaps.

### Key Findings and Recommendations (TNA)

#### Allied Health Professionals, Psychologists, Pharmacists

- Not all neonatal units have dedicated AHP, psychology, or pharmacy provision.
- Lack of funding and clinical cover limits the ability of these professionals to attend educational events.

#### Recommendations:

- Promote collaborative working between AHP/Psychology/Pharmacy professionals and neonatal teams to enhance infant and family care.
- Ensure equal access to development opportunities for this group.
- Support workforce expansion in line with the **NHS Long Term Plan**.

## Doctors and Advanced Neonatal Nurse Practitioners (ANNPs)

- Changes in **RCPCH Progress+** impact the experience and skill levels of trainees.
- Limited availability of **ARNI** and **GIC** courses affects access to training.

### *Recommendations:*

- Work with clinical experts to develop local neonatal unit (NNU) induction resources, incorporating competency-based acquisition and assessment.
- Support the **Respiratory Special Interest Group (SIG)** in understanding and enhancing unit capabilities in line with **BAPM** airway standards.
- Develop a **Tier 1–Tier 2 framework and portfolio** for ANNPs.

## Nursing

Area	Current Status	Recommendation(s)
Qualified in Specialty (QIS)	Only 11 out of 22 Neonatal Units (NNUs) currently meet the QIS nurse staffing standard.	<ul style="list-style-type: none"> <li>• Encourage use of the ‘ideal team’ model to address QIS staffing gaps.</li> <li>• Support applications for NHSE funding to increase QIS-trained staff.</li> </ul>
Professional Nurse Advocate (PNA)	Not yet embedded in NNUs; engagement has been low.	<ul style="list-style-type: none"> <li>• Boost engagement via a community of practice and tailored support.</li> </ul>
Surgical Course	A pilot surgical module for 15 nurses is currently underway.	<ul style="list-style-type: none"> <li>• Evaluate the pilot for impact. Explore offering it annually.</li> <li>• Designate surgical link nurses in LNUs/SCUs for ongoing development.</li> </ul>
Enhanced Neonatal Nurse Practitioner (ENNP)	Existing university course does not support practical competency maintenance.	<ul style="list-style-type: none"> <li>• NWNODN is developing a competency framework to support and evidence ENNP enhanced clinical skills.</li> </ul>

Neonatal Life Support (NLS), Generic Instructor Course (GIC), and Advanced Resuscitation of the Newborn Infant (ARNI) Training

Area	Current Status	Recommendations/Considerations
NLS	<ul style="list-style-type: none"> <li>• <b>9 NNUs - 90%</b> of nurses with NLS qualified (compared to 2 in 2022).</li> <li>• Medical compliance is similar, though some data is incomplete.</li> <li>• NLS compliance has improved post-COVID, particularly in NNUs that host NLS courses.</li> </ul>	<ul style="list-style-type: none"> <li>• Review provision of <b>annual MDT NLS updates</b>.</li> <li>• Promote sharing of good practice.</li> <li>• Explore options to support NNU compliance with <b>Maternity Incentive Scheme requirements</b>.</li> </ul>
GIC	<ul style="list-style-type: none"> <li>• <b>208 GIC-qualified practitioners</b> across NWNODN—a low number given ongoing needs.</li> <li>• Limitations include: few opportunities, high cost, time out of practice, and insufficient instructor availability.</li> <li>• Lack of data on how many GIC-qualified practitioners actively teach.</li> </ul>	<ul style="list-style-type: none"> <li>• Explore strategies to increase GIC-qualified instructors.</li> <li>• Support delivery of GIC courses.</li> </ul>
ARNI	Limited course availability and restricted places annually.	Evaluate alternative models such as <b>SONIC (Stabilisation and Optimisation of the Newborn Infant Course)</b> to meet team resuscitation training needs.

## Network Education Activity

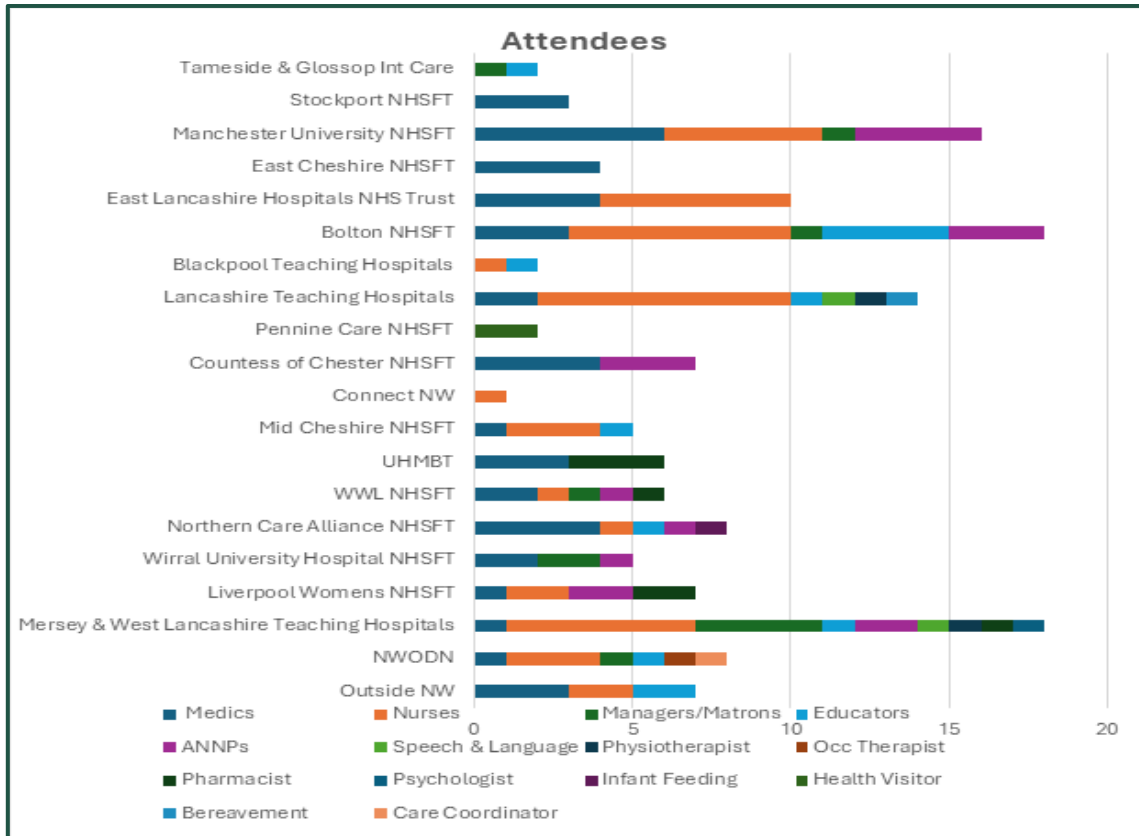
### Annual ODN Conference

The NWNODN holds a conference annually for all health care professionals. The aim of the day is to not only provide a full and varied programme of current and relevant topics sharing both regional and national information but also to provide an opportunity for networking with colleagues from neighbouring NNUs. This year the conference was held in January 2025 as a face-to-face event with an option to attend virtually. There were excellent speakers, with 1 international speaker and 2 from the UK but outside of the Northwest, and an abstract/poster competition encouraged a record number of 28 QI projects to be shared, all of which are accessible for ongoing learning. The keynote lecture of the conference was on management principles of preterm infants born periviable (22-23 weeks) which has also been a major national focus.

The programme for the day can be found in [Appendix 2](#).

### Attendees

In **total 149 health care professionals attended**. The day counted as **8 hours towards CPD** which equated to **1192 hours** in total. The RCPCH approved this activity for CPD in accordance with the current RCPCH CPD guidance.



Feedback

*Always an excellent opportunity to meet to learn, discuss and share best practice across the Northwest.*

*Varied and Informative – Appealed to Cross Section of Candidates*

*The conference had a wide variety, and I found the workshops really useful*



## Therapeutic Hypothermia (Cooling Treatment) Education

The Cooling Special Interest Group (SIG) continues with excellent engagement from across the NWNODN. A fundamental part of the SIG is to support all levels of neonatal units to identify patients eligible for Therapeutic Hypothermia (Cooling Treatment) and provide appropriate treatment. A separate Cooling education group works in tandem with the main Cooling SIG to provide education and training support.

On 4<sup>th</sup> October 2024 a Cooling Study Day was held at Fairfield General Hospital in Bury.

The programme for the day can be found in [Appendix 3](#).

### Attendees

There were **44** attendees comprising nurses, ANNPs and medics. The day counted as 7.5 hours towards CPD so for 44 attendees this equated to **330 hours** in total.

### Feedback

The day was evaluated extremely well:

*Speakers very knowledgeable about their topics and explained well to the attendees.*

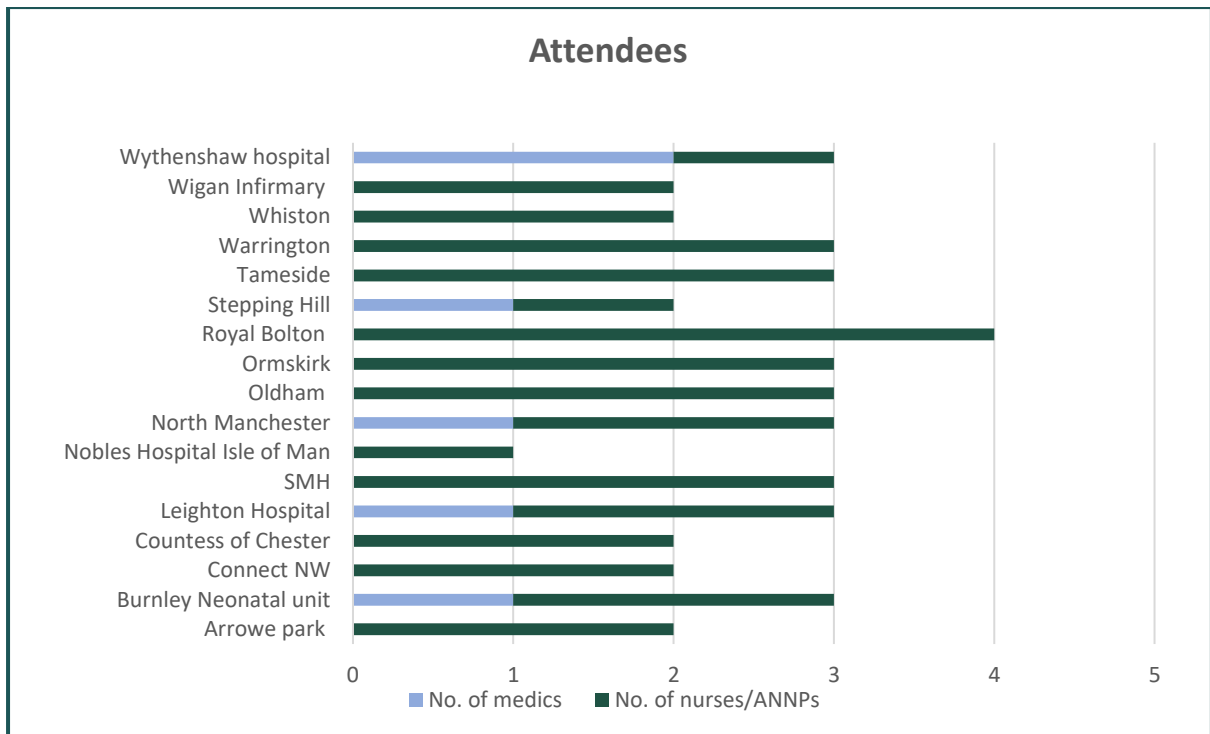
*Found the whole day super helpful! Really enjoyed it. Will definitely be able to apply my learning when we introduce CFM and active cooling on our unit.*

*Knowledge in providing Neuro examination*



*More confidence around CFM and in providing active cooling*

*Workshops were interactive and engaging, allowed the group to apply the knowledge from the lectures throughout the day. Enjoyed the practical aspect of inserting CFM leads*



The plan moving forwards is for an annual F2F day with quarterly lunch time webinars.

#### Volume Targeted Ventilation (VTV) Implementation and Education Programme

In March 2024, the NWNODN launched an implementation plan to standardise and promote the use of **Volume Targeted Ventilation (VTV)** across the region. This initiative included a comprehensive training programme aimed at enhancing the understanding and use of VTV, with a particular focus on:

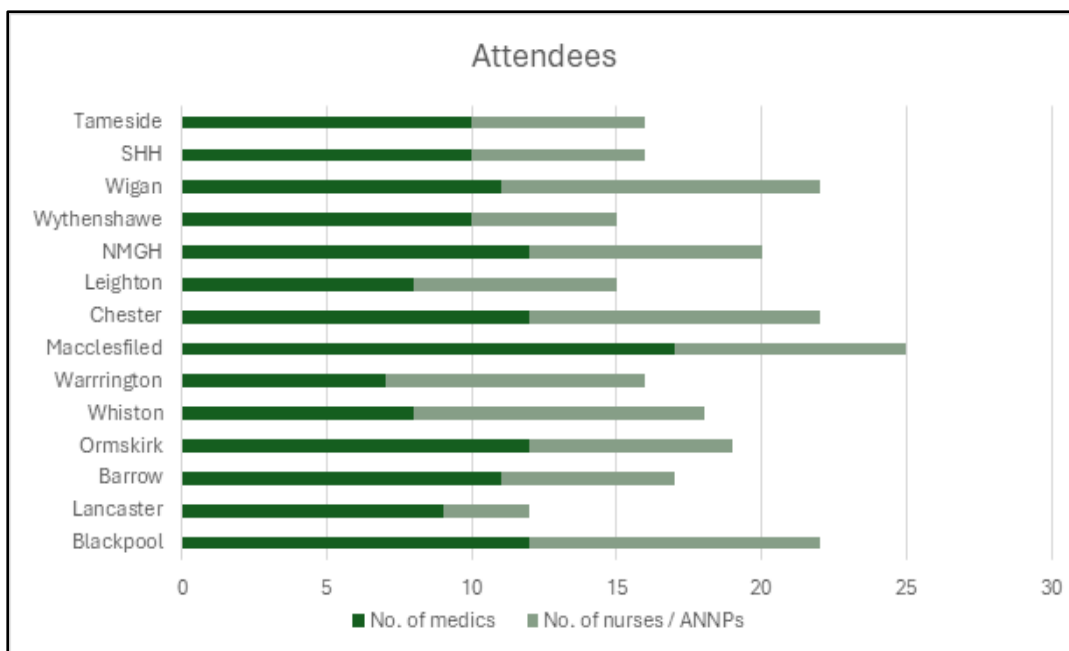
- General principles of neonatal ventilation
- Management of the difficult airway
- Less Invasive Surfactant Administration (LISA)

#### Local Workshops

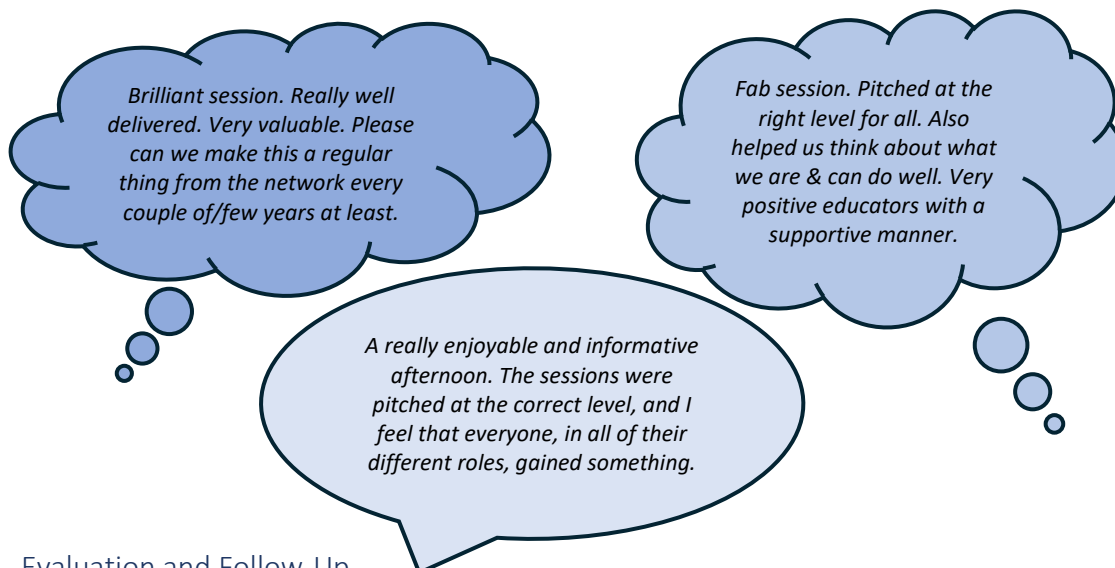
A series of on-site workshops were delivered at **every Local Neonatal Unit (LNU) and Special Care Unit (SCU)** across the North West, reaching **14 units** in total. These interactive sessions were attended by **255 healthcare professionals**, including:

- **149 medical staff**
- **106 nurses and Advanced Neonatal Nurse Practitioners (ANNPs)**

Each workshop provided **4 hours of Continuing Professional Development (CPD)**, resulting in a combined total of **1,020 CPD hours** delivered across the programme.



The workshops were well evaluated:



#### Evaluation and Follow-Up

Feedback from participants was overwhelmingly positive, reflecting the relevance and quality of the training. Several units requested and received **follow-up support** after implementing VTV or following the purchase of new ventilators.

In line with the 2024 **Optimisation Week** activities, a '**VTV Troubleshooting**' webinar was delivered in November by two of the lead Neonatologist trainers. This 1-hour session served as a valuable refresher and update for network-wide staff.

#### Ongoing Support and Resources

To ensure the sustainability of this initiative, a dedicated **Respiratory Special Interest Group (SIG)** has now been established. This group will lead ongoing respiratory and airway management training and development initiatives.

A comprehensive **bank of educational resources** has been developed and made accessible to units, including:

- NWNODN VTV Framework (with images)
- Troubleshooting tools
- Presentation slide decks
- Pre-recorded teaching sessions (via YouTube)
- Webinar recordings with practical scenarios

In addition, a **series of educational videos** is currently in production and will soon be available online for all units. A **NWNODN Bronchopulmonary Dysplasia (BPD) framework** is also in development, incorporating VTV and other strategies aimed at reducing BPD across the region.

#### Medical Trainee Teaching

The first NWNODN Medical Trainee study day was held in April 2024. This was aimed at specialist neonatal and paediatric trainees with a neonatal interest and was developed in collaboration with a neonatal trainee representative. The idea was to provide an introduction to some key clinical pathways focusing on multi-disciplinary collaboration. Topics included the importance of neonatal pharmacist and psychologist on the neonatal unit, overview of the recently developed Necrotising Enterocolitis (NEC) care bundle, neonatal transport and the NW Respiratory Forum. **22 medical trainees** attended the event and feedback received on the day was positive. It was felt that this could be of benefit if organised annually to appraise rotating trainees of the network working pattern. The programme for this can be found at [Appendix 4](#).

#### Optimisation

An **Optimisation event** was held in November 2024 as a collaborative event with the NWNODN, Health Innovation NW Coast, Health Innovation Manchester (both part of the Mat Neo safety improvement programme) and Liverpool Women's Hospital.

The day comprised of updates from health professionals around data, ethnicity and equity, and perinatal optimisation. There was also a workshop to raise awareness around FiCare standards with 3 parent speakers and a perinatal optimisation group. The day was extremely successful with **90 attendees** in total from every unit across the northwest.

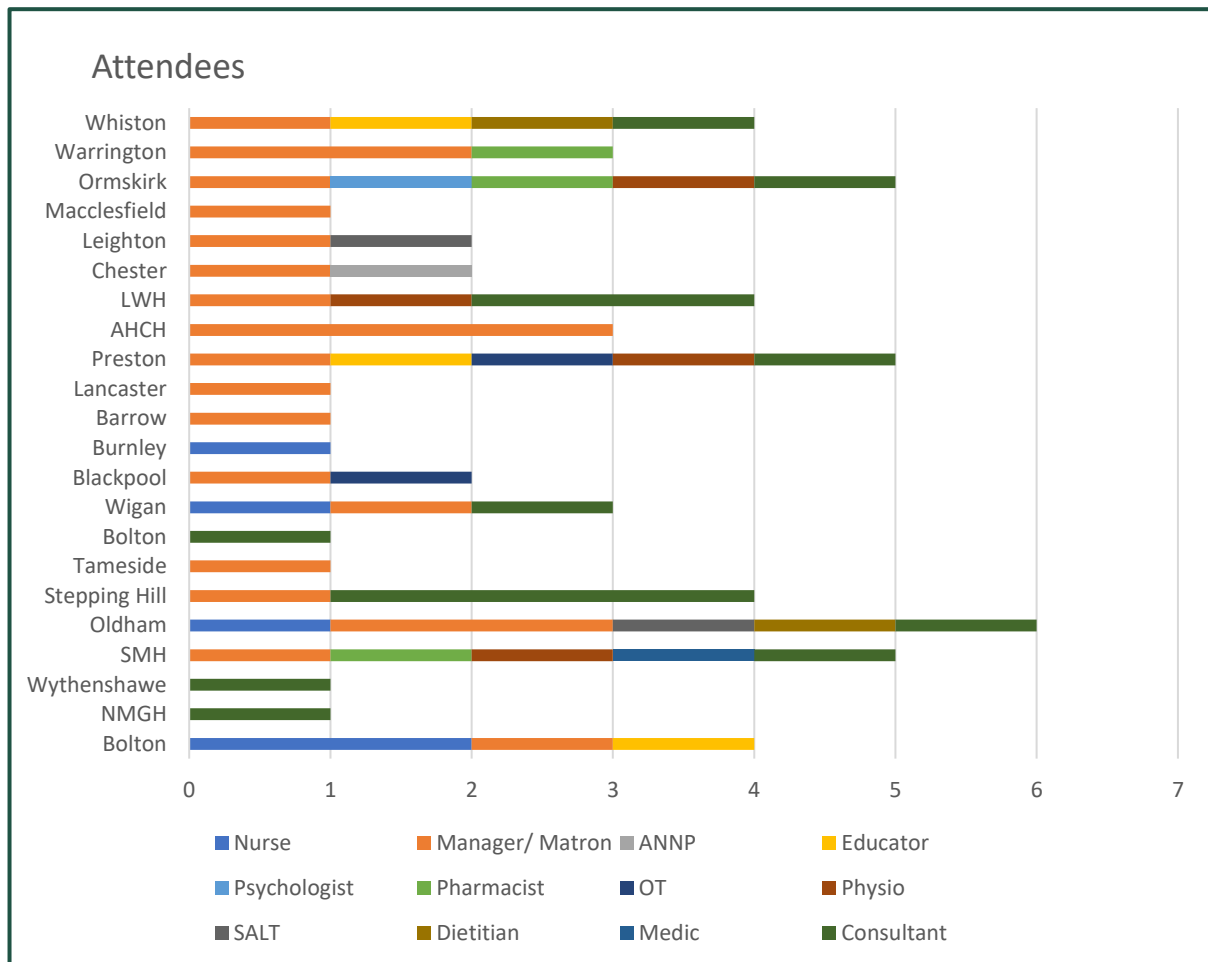
#### Network Away Day

The NWNODN Network Away Day is held annually and provides a valuable opportunity for professional collaboration, networking, and shared learning. The event is open to managers, educators, Advanced Neonatal Nurse Practitioners (ANNPs), Allied Health Professionals, Psychologists, Pharmacists, and medical colleagues from across the Northwest.

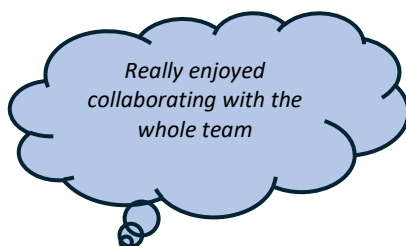
In June 2024, the event was hosted at Haydock Park Racecourse, bringing together a diverse range of professionals from the neonatal community to engage in education, discussion, and service development. The day promoted cross-disciplinary networking, supported knowledge sharing, and reinforced the NWNODN's commitment to multi-professional collaboration across the region.

## Attendees

There were **60 attendees in total with representation from all 22 units**. The day equated to 7.5 hrs of CPD, with 60 attendees this totalled **450 hours**. A ‘bake off’ was encouraged which produced not only some great cakes but also a relaxed feel to the day. The programme can be seen in [Appendix 5](#).



## Feedback



## Manager and Educators Education

Between **March and July 2024**, the **second NWNODN Managers Development Course** was delivered, comprising **six structured study days**. A total of **15 participants** from across the North West region attended, contributing to **630 collective hours of continuing professional development (CPD)**.

The course was well received, with sessions focusing on key areas such as:

- **Workforce planning**
- **Leadership and team development**
- **Data interpretation and utilisation**
- **Specialised commissioning**
- **The role of NHS England in neonatal services**

To maintain momentum and support ongoing development, a **follow-up day was held in February 2025** for the 2023 cohort, with a **further session planned for June 2025**. These events provide a valuable opportunity for current and aspiring managers to **“Regroup, Reflect & Support”**.

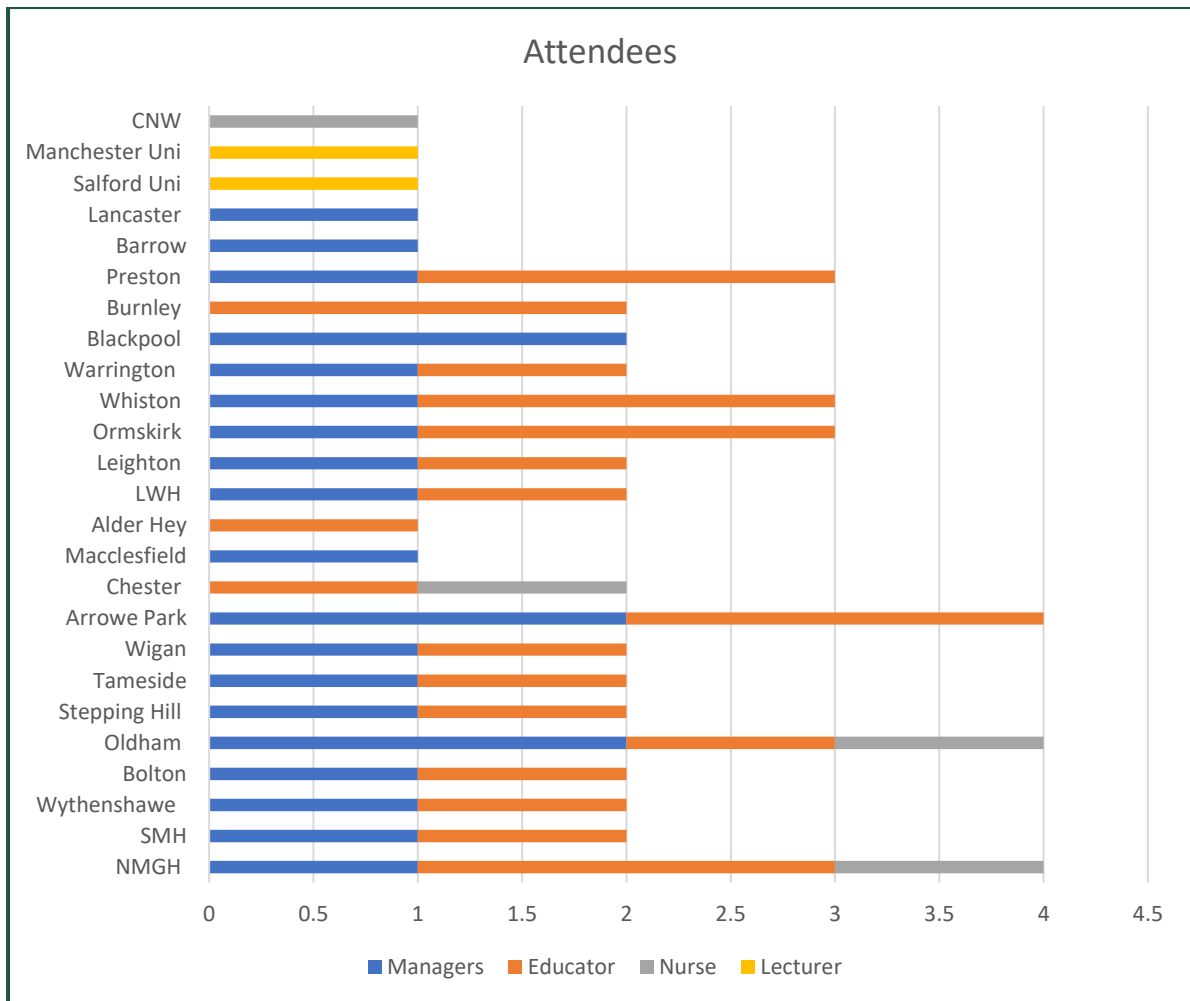
In **October 2024**, the NWNODN hosted the annual **Joint Managers and Educators Away Day**, bringing together neonatal managers and educators from across the Northwest. The event aimed to strengthen collaboration, support professional development, and provide updates on key initiatives at both local and national levels.

The day was well attended and facilitated cross-unit discussion, promoted consistency in education and workforce development strategies with emerging trends and innovations in neonatal care, and reinforced the shared vision of delivering high-quality, Neuroprotective Trauma Informed FiCare across the NWNODN.

The day featured a range of insightful presentations from network teams and neonatal services and the programme can be found in [Appendix 6](#).

### Attendees

There was a total of **51 attendees** with representation from each of the neonatal units across the Northwest, Connect North West, the University of Salford and the University of Manchester. The day equated to 7.5 hours of CPD, which with 44 attendees totalled **383.5 hours**.



### Feedback



## ANNP Conference

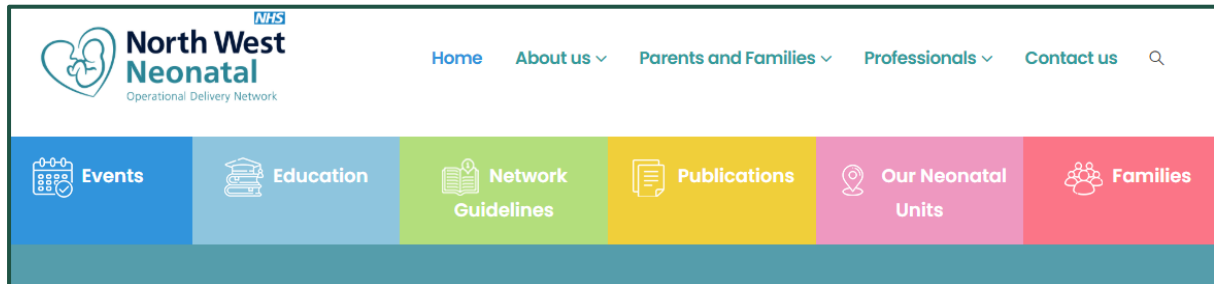
On 11<sup>th</sup> June 2024 we held an ANNP Conference at the Halliwell Jones Stadium in Warrington. The day was an opportunity for all ANNPs to network with each other and hear from latest research and initiatives. The programme for the day can be found in [Appendix 7](#).

## Attendees

There were **76 ANNPs** who attended in total. The day equated to 7.5 hrs CPD which for 76 attendees totalled **570 hours**.

## Accessing Resources

### Website



During 2024 the NWNODN developed a newly formatted website which, not only provides a more visually attractive resource, but also a platform enabling improved access to training opportunities and network information. The website was launched in December 2024 and will be continually evaluated.

### Moodle & Online Resources Library

The online resources library continues to be available to all healthcare professionals across the NWNODN via the current education platform Moodle. The on-line library provides access to a wealth of information and teaching materials from videos, quizzes, PowerPoint presentations to links to external resources.

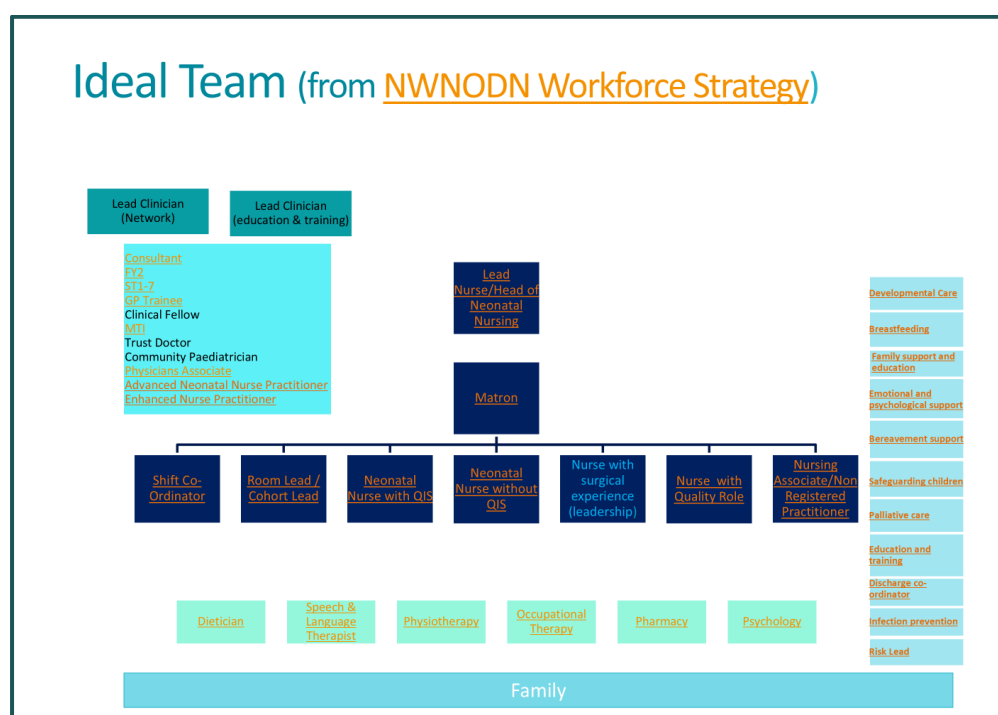


Due to limitations in the number of people able to log into Moodle the resource library is currently only available to colleagues providing education locally. Moving forwards the aim is for the education resources to be held on a more widely accessible platform, details to follow.

## Neonatal MDT Careers Pathway

This Careers Pathway, formerly known as the Education Toolkit, supports the Education Strategy by describing the different neonatal career pathways available for the neonatal MDT. This enables services to understand the core skills underpinning each of the roles, and how they can plan the acquisition of those skills at individual and service level.

- For the individual, this resource supports those career pathways which have been described nationally by signposting to the appropriate course / learning intervention to suit their chosen path.
- For service providers, the aim of the pathway is to support staff development either through appraisals and/or to support them in developing their education offer in line with recommendations.
- This pathway is also an excellent resource for all HCP undergraduates showing them how versatile a career in neonate care can be and has been used for various presentations at some of the universities across the Northwest.



## Use of NHS Futures Platform

In 2024, the NWNODN expanded its use of the **FutureNHS online platform** as a centralised resource for sharing information across the neonatal network in the North West. This platform now hosts a range of key documents, including the NEC Care Bundle, outputs from Special Interest Groups (SIGs), NWNODN meeting action logs, and various educational materials such as teaching presentations.

Additionally, the **NWNODN events calendar** is now accessible via FutureNHS, providing visibility of both local and national events to all network members.

The **Weekly Bulletin**, a long-established method of information sharing, continues to be distributed to all units via email. It is also available on the FutureNHS platform and the NWNODN website, ensuring multiple access points to key updates and news.

## Established training programmes

### Foundation in Neonates (FiN) Programme

#### Overview

The Foundation in Neonates (FiN) programme has been delivered across the Northwest since September 2002 and is recognised as the foundation module of the NW Qualified in Speciality (QiS) pathway. The programme is designed to support nurses with no previous neonatal experience by providing a structured and comprehensive learning environment to develop the theoretical knowledge and clinical skills required to care for preterm and sick term neonates and their families.

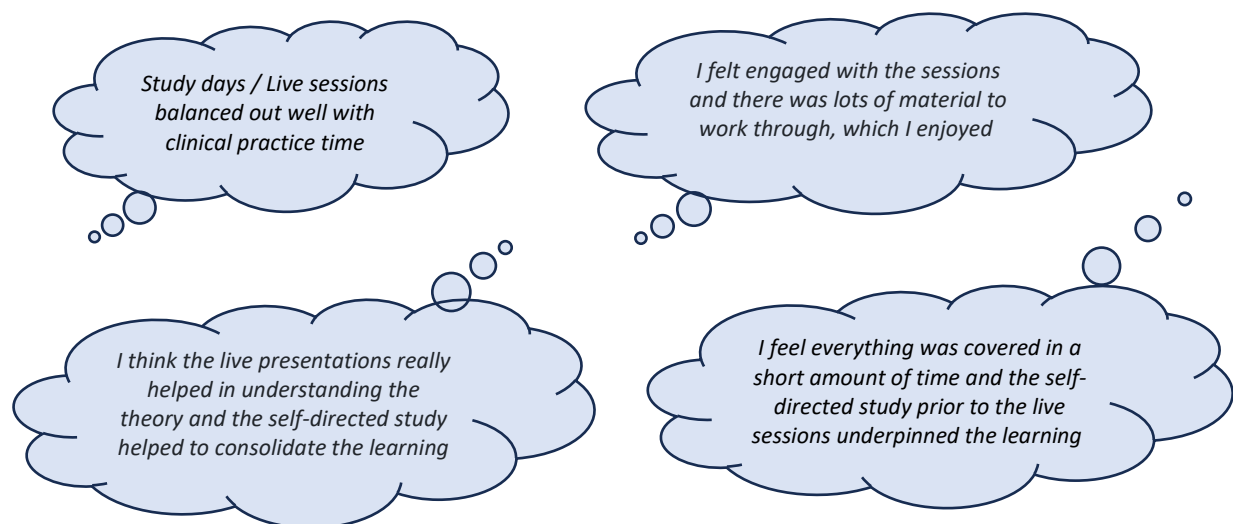
#### Programme Structure

The FiN programme is delivered three times annually—in January, April, and October. Each cohort comprises 11 study days delivered through a blended learning model (both online and in-person sessions). A range of supportive teaching resources have been developed to encourage self-directed learning.

In 2024, a total of 124 nurses from across the Northwest completed the FiN programme. Nineteen of the twenty-two units participated, with only Warrington, Furness, and Lancaster not represented.

#### Learner Feedback

Feedback from learners has been consistently positive, with praise for the relevance of content, variety of teaching methods, and the support provided by educators. Comments also highlighted a desire for more practical sessions.



#### FiN Programme Updates to support Quality Assurance

To ensure continued quality and relevance, the following improvements were implemented:

- Specialist guest speakers now deliver the majority of sessions, often drawn from the wider NWNODN team and clinical staff on NW NNUs.
- NWNODN educators continue to work clinically, ensuring alignment with current practice.
- Course content is reviewed by neonatal experts within the network.
- A structured learner support pathway was introduced to identify and address difficulties early, improving learner outcomes and support.

### Competency Book Development

In 2022–2023, a new competency book was developed in collaboration with the NWNODN and three regional Higher Education Institutions (University of Salford, University of Manchester, and Liverpool John Moores University). The FiN section has been in use since October 2023, and the Specialist section since September 2024. This standardised resource supports consistent skill development across the QiS pathway.

In November 2024, [NHS England published national standards for QiS education](#). The NWNODN competency book is currently under review to ensure alignment with these standards.



### Pathway Progression and Retention

Progression data from January 2022 to October 2023 indicates that most nurses complete the QiS pathway within two years of starting the FiN. Retention remains strong, with 92% of learners who completed the FiN 2022–2024 are still working in neonatal care. A recommended consolidation period of 12–18 months is generally observed before nurses progress to the intensive care module to complete the QiS pathway, although this may vary depending on individual trust requirements and prior experience.

### International Recruits Foundation in Neonates (IR FiN)

The IR FiN was launched in April 2022 to support internationally recruited nurses with existing neonatal experience. The adapted programme includes communication and cultural awareness training and is delivered over a shorter period.

From April 2022 to January 2024, six cohorts were delivered, with 99 nurses completing the programme. To date, 42% have progressed to the Specialist module. Due to a reduction in international recruitment in 2024, only one cohort (7 learners) was delivered that year.

To continue supporting this workforce, a communication and cultural awareness study day was held in December 2024 and will be repeated in May 2025.

A more detailed summary of the FiN programme and detailed retention data can be found in [Appendix 8](#).

## New Education Offers

### Surgical Module

Historically there has been a paucity of neonatal surgical education both nationally and across the NW. Within the NW there are 2 surgical centres where there is a need to develop the skills and knowledge of nurses working with surgical neonates and standardise practice between the sites. There is also a need to develop the surgical knowledge on all units who encounter neonates with pre and post-surgical care requirements.

In September 2024 a pilot surgical module commenced for **15** learners from the **2 surgical** centres and NW NICUs. The pilot will run until September 2025 and comprises of 5 virtual taught days, 1 virtual end of course day (June '25) and 2 F2F days of workstations and simulation sessions.

The concept initially came from the Surgical SIG with the faculty for the module being led by surgical nurses from both surgical centres with additional support from the ODN education team. The speakers for all the presentations are surgeons, surgical nurses, AHPs and parents and the learners are asked to complete a quiz at the end of each study day to assess their learning.

### Plan for a surgical module

Faculty developed comprising of senior surgical nurses from SMH and LNP with additional support from the educators from the ODN

Pilot to run from Sept '24 – Sept '25

5 virtual taught days

1 virtual end of course day (June '25)

2 face to face days comprising of workstations and simulation sessions

Clinical placement in a surgical centre – approx. 4 weeks between Jan and May '25

Clinical Competency book

Surgical Education Project to be completed by 1<sup>st</sup> June '25



### Face to Face days at Alder Hey

Day 1 – Workstations (1 hr per workstation) learners split into 5 groups of 3

- Tracheostomy care and tube change
- Stoma care and recycling
- Replogle tube and gastrostomy care
- Urinary catheter and Clean Intermittent Catheterisation
- Rectal washouts and dilataions
- Extra ventricular Device

Pump feeding equipment available for demonstrations



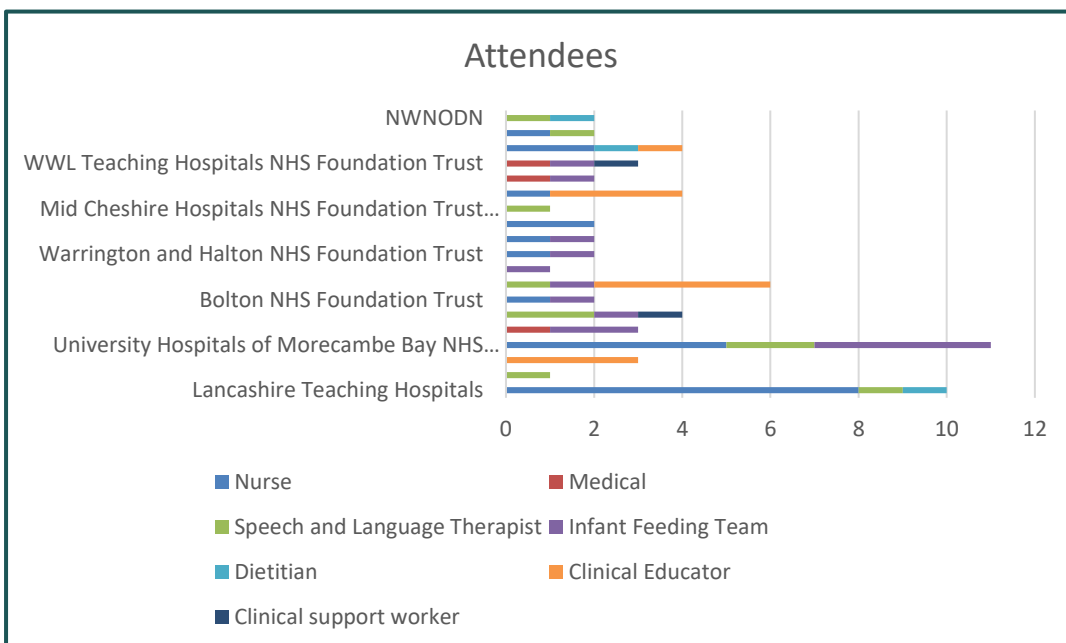


The learners are expected to complete a clinical placement in a surgical centre, a competency book and work in small groups to complete a surgical education project. This project will be presented by the learners on the final study day. The competency book is based on the Benner’s Taxonomy of learning and the learners are expected to be fully supported by experienced staff whilst on their placements.

All study days are now complete except for the final day in June. Learners have been asked to evaluate each day and their feedback will be used in a report which will evidence the benefit of having a second module to commence in September 2025 and ultimately to be delivered annually.

Locality Education Group Study Days  
 ‘All things Infant Feeding’

In September 2024, the Lancashire and South Cumbria Educators group held this F2F study day at Brockholes Nature Reserve in Preston. The aim of the day was to increase the knowledge around the differing aspects of feeding.



The programme for the day can be found in [Appendix 9](#).

#### *Attendees*

There were **65 attendees** in total, from **17 of the NW trusts**, and all representative of the MDT. The day counted as **7.5 hours** towards CPD so for 65 attendees this equated to **487.5**

#### *Feedback*



*Very interesting and well-structured with varied guest speakers*

*Great to meet lots of people from across the region and hear the parent stories.*

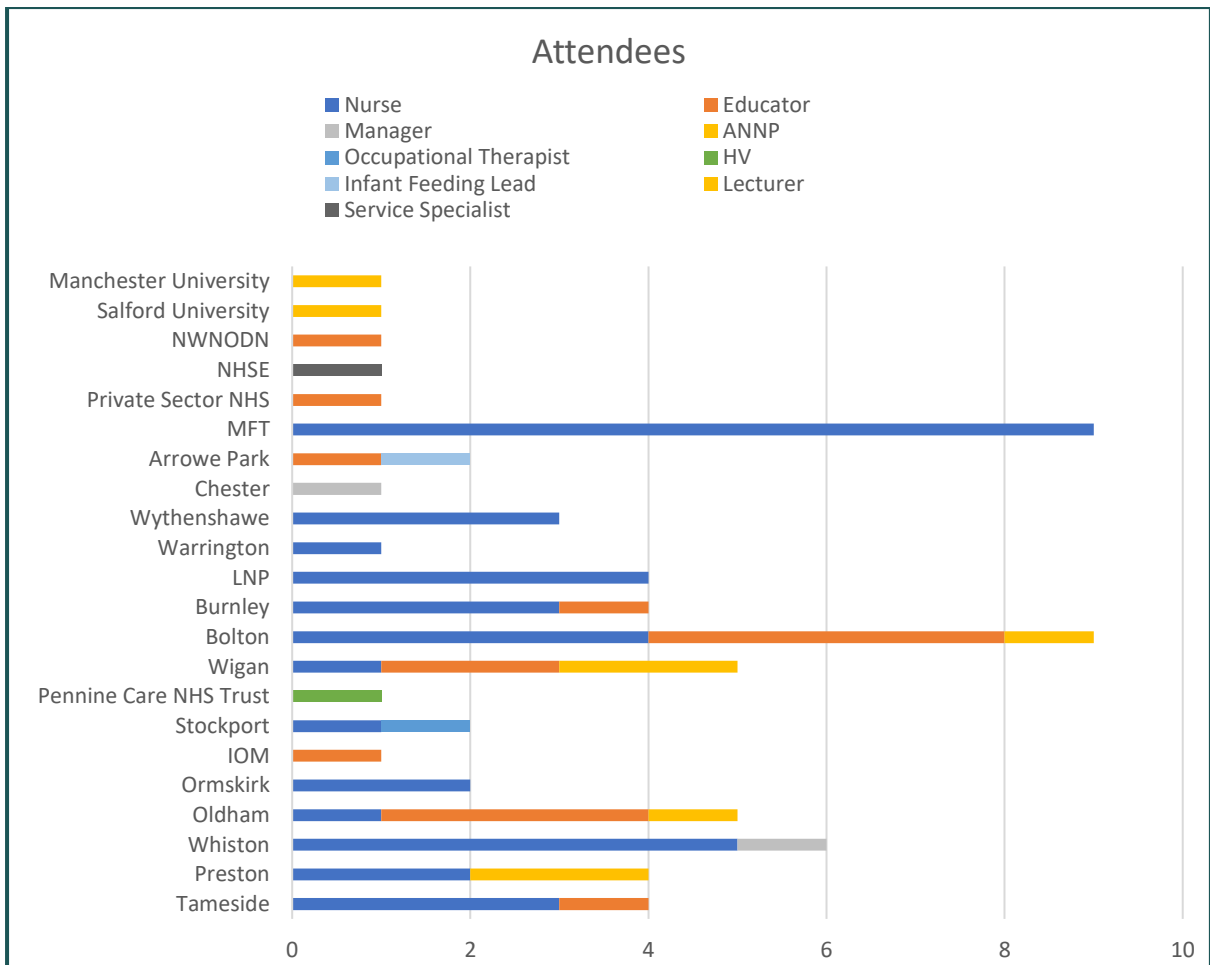
*Very informative and interesting. A variety of topics. Some topics I felt weren't going to be as relevant for us being a level 1 unit, however all topics became very relevant and there are lots of info/tips/changes to take back to my unit*

#### *'Changes in the Neonatal World'*

The GM Educators group held their Face-to-Face study day on 28<sup>th</sup> March 2025 at Haydock Park Racecourse. The day was entitled 'Changes in the Neonatal World' and focused on aspects of education which are delivered on the Foundation in Neonates Programme for new nurses but which the rest of the team may not necessarily be aware of. The programme can be found in [Appendix 10](#).

#### *Attendees*

There were **68 attendees** in total, with attendance from **16 NW trusts**, the Isle of Man and 2 universities. The day counted as 7 hours towards CPD which equated to **476 hours** in total.



### Feedback

*Some really good informative sessions which has given me lots of ideas to take back to the unit*

*Very informative day all round. All members of the MDT should be encouraged to attend. You gain so much information.*

*Brilliant, really thought provoking and kept me engaged so well throughout the day.*

*Excellent day improving knowledge to share with teams and improve practice in the care we provide for our babies*



Care Coordinators, Parent Engagement Lead, Allied Health Professionals, Pharmacist and Psychologist Education.

Our team of AHPs, pharmacist, psychologist, care coordinators, and Parent Engagement Lead (PEL) continue to be heavily involved in education. They deliver practical sessions on the Foundation in Neonates programme and had a designated day teaching on the Surgical module.

The success of the Womb to Room and Beyond Concept from 2023/24 continued through 2024:

- 5 webinars which were reported in the 2024 report
- one-day conference in April 2024 (brought all the webinars together) with
- group activities
- presentations

The concept was to empower health professionals in providing them with the education and necessary resources to understand that the care we provide has a long-term neurodevelopmental impact. There were **68 attendees** at the conference comprising of nurses, AHPs and consultants.

*Feedback*





In 2024/25, the NWNODN deepened its collaboration with **local Maternity and Neonatal Voices Partnerships (MNVPs)**, ensuring that parental involvement and co-production remained at the forefront of neonatal service improvements.

In May 2024 a webinar was held for MNVP leads with 6 in attendance.

The session covered several key areas, including family-integrated care and compassionate listening strategies. The feedback was positive with participants finding the content useful and relevant. To further support MNVPs in their new role in the neonatal setting the PEL has developed and distributed the Little Book of Neonates to MNVP representatives and key stakeholders. This resource provides guidance on enhancing family-integrated care and improving parental experiences across neonatal units.

In June 2024 our **Speech and Language Therapist and Dietitian** taught a joint session to 2<sup>nd</sup> year Midwifery students whilst the Dietitian delivered a session for ANNPs at Salford University also in June and a session on neonatal nutrition to students studying on the Intensive Care Module in March '25. Nationally she has also facilitated the surgical teaching sessions and parenteral nutrition workshops for the BDA Masters Module 5 Neonatal Nutrition for neonatal dietitians.

In March 2025, our **physiotherapist and Occupational therapist** held individual meetings with their relevant therapists across the northwest. Both meetings were the first for each group and were filled with engaging discussions, Knowledge sharing and a sense of excitement about shaping the future of neonatal care in the region.



## Research

This year we have developed a research strategy for the NWNODN in line with national drivers to make research accessible to all health care professionals.

## Research Strategy/SIG

**Research should be visible, accessible, and embedded into the NWNODN to support best practice**



• **Vision statement one - Collaboration of Experienced and Novice Neonatal Research HCPs and Parents Across the NWNODN**



• **Vision statement two - Support Career Pathways to Develop the Ideal Team**



• **Vision statement three - Grow a North-West Research Voice**



• **Vision statement four - Provide Innovative, Safe and Effective Services**

We have worked closely with the **PADDINGToN team** to translate their research into practice, ensuring that the team have links in all NW neonatal units. Recognising the positive impact of these resources in reducing parent anxiety around safely administering medication at home and the collaborative working, we have nominated PADDINGToN for a patient safety award at North West Coast Research and Innovation Awards.

We collaboratively supported two 'introduction to research' study days with the PADDINGToN team.



We supported and encouraged our NW colleagues to submit abstracts to our annual NWNODN Conference. We received **28 abstracts in total** – 4 of these were selected to give an oral presentation on the day and the remaining abstracts presented their work on a poster walk.



## Governance and Education Together

The NWNODN's governance activities continue to play an essential role in supporting education, safety, and professional wellbeing across the network.

Our **Governance Lead** works in close collaboration with the **Senior Educator**, maintaining regular dialogue to address risks or incidents identified through clinical exceptions and the **Clinical Effectiveness Group**. Where relevant, these findings inform targeted educational initiatives to ensure responsive and continuous learning.

A **separate Governance Report** is available, detailing the governance structure, incident review processes, and outcomes in greater depth.

## Promoting neonatal careers to undergraduates

During 2024/25 the NWNODN have been asked to promote careers in neonates to undergraduates. The table below gives an idea of the activity.

University	Meeting	Overview	Actions
Manchester	17.9.24	Careers fair for student nurses	Promoted a career in neonatal nursing by taking along samples, NLS dolls, thermometer, nappies etc and discussing the website and the QiS pathway
Chester	30.1.25	One hr presentation on neonatal care and careers in neonatal nursing.	PowerPoint included a brief overview of neonatal care, the work of the NWNODN, the different levels of unit, links to our website & neonatal MDT careers pathway. Delivered to 50 pre reg child branch students in their final year.
Chester	24.2.25	Overview of Neonatal care for masters students via TEAMS with clinical focus	PowerPoint with an overview of neonatal care, the work of the NWNODN, the different levels of unit. Delivered to integrated masters Nurses with a view of future careers options.
Manchester	28.1.25	Employability event for student nurses	Participated in a panel Q&A session then facilitated an 'opportunities in neonatal nursing' session for interested students - approximately 20 in attendance.

## Future Planned Work

### Education Platform Development

The NWNODN is collaborating with an external organisation to enhance our website, incorporating an advanced education platform. This platform will improve accessibility to a wide range of educational resources, allowing users to easily search for topics and access related materials. It will expand the scope of resources available, supporting diverse learning needs across the network. The platform will be launched in phases, with full functionality expected by January 2026

### Online resource for Neuroprotective trauma informed Fi care

Following the successful webinar series entitled 'Womb to Room & Beyond' provided by the Allied Health Professionals/ Pharmacist/ Psychologist, Care Coordinators and Parent Engagement Lead, the work covered within the five webinars is now being developed into an interactive and visually engaging course to share both locally and nationally. The package will comprise of educational resources and activities, train the trainer an e-learning module.

### National Standardisation of QiS Pathway

Following the publication of the National standards for neonatal Qualified in Speciality (QiS) education work is now underway cross referencing both the FiN and the Specialist Modules against the recommended national standards. This, together with involvement and feedback from focus groups of educators, managers and nurses, will be evidenced in a project plan. Any necessary changes and / or adaptations are expected to be in place by September 2025.

### Promoting Neonatal care to undergraduates

Moving forwards this is an area to be developed to ensure that careers in neonatal care can be promoted as much as possible. The Neonatal MDT Careers Pathway and website (both mentioned previously) are vital resources to aid this process and during the forthcoming year there are plans to develop the **Careers pathway**, so it is more visually engaging and easier to navigate, with a view to share not only locally but nationally.

### Pre QiS Project

The NWNODN has had the opportunity of facilitating a project to support pre QiS nurses within the clinical environment by providing 2 training days, a simulation day and a community of practice day. The training is to support nurses at any stage on the QiS pathway, with clinical skills which are applicable to either the FiN or the Intensive Care module. The training days are to commence from April 25 with the expectation that these will continue through to July 25 with the Simulation and Community of Practice days to follow. The training days will be provided by clinical educators at each of the units with support from the ODN team.

### Webinars

Webinars will continue to run over the forthcoming year arranged around safety issues, current recommendations and controversies. A cooling webinar series comprising of quarterly lunchtime webinars is planned together with individual webinars on a number of surgical topics identified through the NWNODN Surgical SIG.

### Enhanced skills training

An Enhanced skills workshop has been developed for experienced post QiS neonatal nurses working within the NWNODN. The module is also aimed to standardise the enhanced skills of international neonatal recruits who have previously developed and used those skills abroad and to enable them to maintain and utilise those skills. The aim is to have 15-20 learners per workshop during which there will be practical training sessions on skills such as venepuncture,

cannulation, arterial sampling and removal of a long line. Learners will be required to complete a competency book following the workshop. The aim is for the workshop to start running during the forthcoming year.

#### AHP,P,P Induction Pack

An induction package has been compiled to assist and guide allied health practitioners (AHPs), pharmacists and psychologists new to neonatal services. The package has been devised with the help of the AHP,P,P team within the NWNODN together with unit and parental contribution. The induction package will be rolled out in the forthcoming year and evaluated to analyse its effectiveness and highlight any areas that may need adapting.

#### Events planned for 2025/26

The educational opportunities, including monthly webinars, are captured on our [website](#) and shared in our weekly Bulletin, if you would like to receive the Bulletin email [NWNODN@alderhey.nhs.uk](mailto:NWNODN@alderhey.nhs.uk)

Our current plans for additional educational opportunities are as follows:

1. Educators Day – April 2025
2. Managers Day – May 2025
3. Network Away Day – June 2025
4. Managers Development Course Follow up day – June 2025
5. Surgical Study Day – June 2025
6. LSC Study Day – Focus on Respiratory – October 2025
7. Managers and Educators Day – October 2025
8. Cooling Study Day – September 2025
9. Quarterly cooling webinars from March 2025
10. Xray interpretation Webinar – April 2025
11. BPD Webinar – July 2025
12. Research Webinar – October 2025
13. Stabilisation of the neonate for transfer Webinar – 2025
14. Care of Replogles in TOFs webinar – 2025

#### Conclusion

During 2024/25 there has continued to be a wide and varied range of education opportunities either provided or facilitated by the NWNODN. The established training programme of the FiN continues to run with good engagement from units and the quality assurance methods endorsed and introduced ensure that the programme remains fit for purpose.

The evaluation of the **Surgical Module Pilot** has been highly positive, reinforcing the potential for this module to become a regular part of the NWNODN educational offerings.

The NWNODN works with service providers to meet the needs not only of the neonate and family but also of the individual neonatal teams. The Education team continue to develop and learn themselves through educational opportunities which in turn reinforce the training provided. Educational opportunities such as those focused on **Cooling**, **VTV**, and **Neuroprotective Trauma Informed FiCare** exemplify this ongoing development and knowledge sharing.

Events organised by the NWNODN are consistently well-attended and highly evaluated, with attendees appreciating both the educational content and the valuable networking opportunities they provide.

Looking forward to the next year, the NWNODN's educational strategy will continue to focus on meeting the identified training needs across the network, while also exploring innovative and exciting opportunities, as outlined in the **Future Planned Work** section.

## Appendix 1 - Network Education Summary

### Network Education Summary 2024-25

\*Note the data for the FiN and IR FiN programmes are for the calendar year as opposed to the financial year

Training	Audience	No. of attendees	No. of CPD hrs
Foundation in Neonates (FiN) Jan '24	New nurses in NWNODN	35	2502.5
FiN Apr '24	New nurses in NWNODN	40	2860
FiN Oct '24	New nurses in NWNODN	49	3503.5
International Recruits (IR) FiN Jan '24	Experienced International Recruits in NWNODN	7	273
Communication study day	New International nurses in NWNODN	7	52.5
Surgical Module	Nurses on surgical units and level 3 units	15	787.5
Annual ODN Conference	All health professionals across the NW	149 of which 48 were virtual	1192
Cooling Study Day	Nurses, ANNPs and Medics	44	330
VTV Workshops	Nurses, ANNPs and Medics	255	1020
Optimisation event	All health professionals across the NW	90	540
Womb to Room Conference	Nurses, AHPs and consultants	68	442
Managers Development Course	Managers	15	630
Network Away Day	Managers, Educators, ANNPs, AHPs & Medics	60	450
Manager and Educators Day	Managers & Educators	51	383.5
ANNP Conference	ANNPs	76	570
LSC Study Day 'All Things Infant Feeding'	Nurses, AHPs and Medics	65	487.5
GM Study Day 'Changes in the Neonatal World'	Post QIS nurses & AHPs	68	476
Cooling webinar March '25	Nurses, AHPs and consultants	43	43
<b>Total reach across education offer</b>		<b>1137</b>	<b>16543</b>
<b>Total reach excluding Fin &amp; IR FiN</b>		<b>1006</b>	<b>7404</b>

## Appendix 2 - Annual Conference 2025

Northwest Neonatal Operational Delivery Network NW Annual Neonatal Conference 29 <sup>th</sup> January 2025 Haydock Park Racecourse		 <b>North West Neonatal</b> Operational Delivery Network
<b>08:15</b>	<b>Registration</b>	
<b>08:45</b>	<b>Welcome &amp; Introduction</b> <i>Karen Mainwaring (change to programme)</i>	
<b>09:00</b>	<b>Securing Quality Services in Neonatal Care</b> <i>Ngozi Edi-Osagie</i>	
<b>09:20</b>	<b>Respiratory Management of 22-23 Weeks Gestation</b> <i>Professor Richard Sindelar</i>	
<b>10:20</b>	<b>Tea &amp; Coffee break: Visit with Exhibitors</b>	
<b>10:45</b>	<b>Paediatric GeNotes: Guidance and Support for Mainstreaming Genomics in Neonatology</b> <i>Ellie Hay</i>	
<b>11:30</b>	<b>Oral Presentations</b> <ul style="list-style-type: none"> <li>• <b>Ensuring Safer Beginnings: Maintaining Safe Intubation Practices</b> <i>Victoria Guratsky &amp; Jenny Loughnane</i></li> <li>• <b>Neonatal Hospital Acquired Fractures: A Tertiary NICU Experience</b> <i>Emma Donaghy</i></li> <li>• <b>Neonatal Multidisciplinary Infant Feeding Ward Round</b> <i>Jo Marks &amp; Lynette Forsythe</i></li> <li>• <b>Pull up a chair – Let's Talk!</b> <i>Katherine Williams - presented by Jayne Harris</i></li> </ul>	
<b>12:00</b>	<b>Lunch: Visit with Exhibitors &amp; Poster Review</b>	
<b>13:00</b>	<b>Workshops:</b> <ul style="list-style-type: none"> <li>• <b>PDA Device Closure in Extreme Preterm: Evidence and Future Plans</b> <i>Arul Narayan</i></li> <li>• <b>Standardised Infusions: "Why change is required and what will it mean for your unit"</b> <i>Rebecca Hinton</i></li> </ul>	
<b>14:30</b>	<b>Tea &amp; Coffee break: Visit with Exhibitors</b>	
<b>15:00</b>	<b>How to choose the right Inotrope: A Pathophysiology-based approach to the Neonatal Circulation</b> <i>Neil Patel</i>	
<b>16:00</b>	<b>Memory Milk Gift Initiative: Breast Care Choices After Loss. Hearing our parents' views.</b> <i>Laura Atherton</i>	
<b>16:45</b>	<b>Prizes</b> <i>Karen Mainwaring (change to programme)</i>	
<b>17:00</b>	<b>Close</b> <i>Amitava Sur</i>	

## Appendix 3 - Cooling study day 2025

NWNODN Cooling Study Day Friday 4 <sup>th</sup> October 2024 Education Centre at Fairfield General Hospital		 <b>North West Neonatal</b> Operational Delivery Network
09:00	<b>Welcome &amp; Introduction</b> <i>Ajit Mahaveer</i>	
09.15	<b>HIE and Cooling</b> <i>Archana Mishra</i>	
09.45	<b>Neuro Exam</b> <i>Shri Babarao</i>	
10.15	<b>Tea &amp; Coffee break – Exhibitors Demo</b>	
10.30	<b>CFM</b> <i>Sandeep Dharmaraj</i>	
11.00	<b>Clinical Management</b> <i>Sarah McCullough</i>	
11.30	<b>CNW Referral Process</b> <i>Ranga Ranganna</i>	
12.00	<b>Network Audit, Data &amp; Research</b> <i>Ajit Mahaveer</i>	
12.30	<b>Lunch – Exhibitors Demo</b>	
13.30	<b>Parents Voice &amp; AHP Referral</b> <i>Sarah Land &amp; Pip Ransom</i>	
14.00	<b>Breakout Sessions:</b>  <b>Workshop 1: CFM placement with CFM interpretation</b> <i>Michaela Halfhead &amp; Bivan Saha</i> <b>Workshop 2: Neuro Exam</b> <i>Sandeep Dharmaraj &amp; Shri Barbarao</i> <b>Workshop 3: Case Scenarios</b> <i>Sarah McCullough &amp; Archana Mishra</i>	
16.00	<b>Questions &amp; Feedback</b>	
16.30	<b>Close</b>	

## Appendix 4 – Medical Trainee Programme

**North West Neonatal Operational Delivery Network**  
**Meeting Name: Neonatal ODN Medical Trainee Teaching**  
**Date: 11/4/24 Time: 09.30-14.30**  
**ADD TEAMS LINK**



Item No	Time	
1	09.30	Introduction aims of the day- Dr Amitava Sur
2	09.45	Overview of the NWNODN- Emma Kyte
3	10.00	Neonatal Pharmacy: Rebecca Hinton ODN Pharmacist/MFT
4	10.30	Psychology on the Neonatal Unit: Ruth Butterworth
5	11.15	break
6	11.30	Respiratory Forum: Dr Stuart Wilkinson MFT
7	12.30	NWNODN NEC Care Bundle Dr Richa Gupta Preston NICU
8	1pm	break
9	1.15pm	Neonatal transport: Dr Ian Dady, CNW Lead
10	2pm	Feedback form and Closing remarks Amitava

## Appendix 5 – Network Away Day 2025

### North West Neonatal Operational Delivery Network 2024 Network Away Day: Programme 20<sup>th</sup> June 2024

09:00	<b>Welcome &amp; Introduction</b> <i>Kelly Harvey</i>
09:15	<b>NWNODN Work Programme Overview</b> <i>Karen Mainwaring</i>
09:30	<b>NWNODN Updates:</b> <ul style="list-style-type: none"><li>• ROP Project: <i>Claire Arnold</i></li><li>• Womb to Room &amp; Beyond Next Steps: <i>Sarah Fullwood</i></li></ul>
09:50	<b>PADDINGToN Resources</b> <i>Natalie Anders</i>
10:00	<b>Comet</b> <i>Bala Palanisami</i>
10:10	<b>Management of Early onset Neonatal Sepsis: "National Survey from UK's Neonatal Units &amp; Evaluating the Kaiser Permanente Sepsis calculator"</b> <i>Dr Jennifer Peterson &amp; Dr Aled Williams</i>
10:30	<b>Opportunity for QI presentations</b> <ul style="list-style-type: none"><li>• <i>Dr Chi Tse: Use of video laryngoscope for airway management of extremely premature infants - practice change and review of practice</i></li></ul>
10:45	<b>Tea &amp; Coffee break</b>
11:15	<b>Regional Specialist Commissioning Transformation Update</b> <i>Dr Adrian Hughes, Andrea Doherty &amp; Nikki Childs</i>
12:15	<b>Dashboard Demonstration</b> <i>Catherine Nash</i>
12:45	<b>Opportunity for QI presentations</b> <ul style="list-style-type: none"><li>• <i>Dr Bivan Saha: Introduction and implementation of LISA at North Manchester General Hospital</i></li><li>• <i>Holly Knapp – Spoons: Bridging the Gap for Families</i></li></ul>
13:00	<b>Lunch</b>
13:45	<b>Womb to Room &amp; Beyond Activity</b> <i>NWODN Team</i>
13:50	<b>The Tiny Baby Pathway: Preparing &amp; Providing for the Care of Babies born at 22/23 Weeks</b> <i>Dr Jill Harrison &amp; Dr Francesca Patino &amp; Alex Cleator</i>
15:20	<b>Tea &amp; Coffee break &amp; "2024 Bake Off Challenge"</b>
15:50	<b>Perivable Birth: An in-depth discussion of NW Network Data</b> <i>Dr Jennifer Peterson</i>
16:20	<b>Womb to Room &amp; Beyond Activity Feedback</b> <i>Kelly Harvey</i>
16:25	<b>2024 Bake Off Results &amp; Close</b> <i>Heather Martin</i>

## Appendix 6 - Joint Managers and Educators Away Day Programme

<b>09:00</b>	<b>Welcome &amp; Introduction</b>	<b>Karen</b>
<b>09:15</b>	We asked “What would you like to see on today’s agenda” you said...	<b>Karen</b>
<b>09:45</b>	One year on the implementation of EPR good and bad - Oldham	<b>Zoe Tracey</b>
<b>09:55</b>	<b>Updates:</b>	
	<b>NWNODN:</b>	<b>Kelly</b>
	<ol style="list-style-type: none"> <li>1. LMNS/ICB assurance &amp; relationship with NWNODN</li> <li>2. CNW – “ring round information”</li> <li>3. Volunteers needed, Website &amp; Bulletin</li> <li>4. Transformation</li> </ol>	
	<b>National:</b>	
	<ol style="list-style-type: none"> <li>1. Qualification in Speciality (QIS) Standard &amp; Funding</li> <li>2. NeoLeap Padlet</li> </ol>	
	<b>SPOONS &amp; PEEPS:</b>	
	<ol style="list-style-type: none"> <li>1. Affiliated charities</li> </ol>	
<b>10:15</b>	<ol style="list-style-type: none"> <li>1. How our medicine support group is supporting our learners - Arrowe Park</li> <li>2. The introduction of combined maternity and neonatal mandatory training days. With a particular focus on improving the NLS Level 2 update for midwives and neonatal staff - Ormskirk</li> </ol>	<b>Lynsey, Hannah &amp; Rachel  Louise Sage</b>
<b>10:35</b>	<b>Cheisi - ‘Promotional Product Presentation by Michael Grubb from Chiesi Subsistence provided by Chiesi’ Thank you lunch ☺</b>	<b>Michael Grubb</b>
	<ol style="list-style-type: none"> <li>1. Education resources</li> </ol>	
<b>10:45</b>	<b>Tea &amp; Coffee Break</b>	
<b>11:15</b>	Neo WHEEL project	<b>Vicky Woodruff</b>
<b>11:35</b>	Neuro protective trauma informed care	<b>Sarah Fullwood</b>
<b>12:35</b>	Needle free CFM, how this has reduced need stick injuries and improved Fi-Care - Liverpool Womens	<b>Daniella Davies</b>
<b>12:45</b>	<b>Lunch</b>	



Welcome back

Workforce and Education

13:45	Relaunch Ideal Team	Karen
13:50	<ol style="list-style-type: none"><li>1. Highlights from MDT Training Needs Analysis</li><li>2. What the NWEEG is and what it isn't</li><li>3. Research</li></ol>	Nat
14:05	Foundation in Neonates (FiN)	Jenny
14:15	Moodle Learning platform	Rosie
14:20	QIS	Catherine
	<ol style="list-style-type: none"><li>1. Plan to support pre QIS and QIS learners.</li></ol>	Nat
14:40	<ol style="list-style-type: none"><li>1. Family engagement - Blackpool</li><li>2. Pull up a Chair - Leighton</li></ol>	Julie Kearney Jayne Harris
15:00	Engaging with/supporting families using digital tools	Sam
15:20	Parent voices –in support of neuroprotective care.	
15:30	Neuroprotective Care – so what?	Kelly
16.00	Close	

## Appendix 7 – ANNP Conference

North West Neonatal Operational Delivery Network  
ANNP Conference  
11<sup>th</sup> June 2024  
Halliwell Jones Stadium, Warrington



08.30	Registration Open
09:00	Welcome & Introduction <i>Natalie Anders</i>
09:10	Escalation, how the ODN supports this <i>Kelly Harvey</i>
09:30	Communication/civility/speaking out <i>Jo Potier</i>
10.30	Tea & Coffee break – Exhibitors
10.50	Utilising neonatal data (what can everyone access, how is it useful, live data, what is measured, how do you effect it) <i>Catherine Nash</i>
11:30	Writing for Publication <i>Kate Gallagher?</i>
12:00	Feedback and next steps for ANNP Forum <i>Nat Anders</i>
12:15	Lunch – Exhibitors
13:15	Room 1: Schwartz Round <i>Ruth Butterworth</i>
14:00	Room 2: Clinical Scenario – undiagnosed cardiac lesion <i>Kalwa Munthali</i>
14:45	Tea & Coffee break – Exhibitors
15:05	Room 3: Clinical Debate (to L.P or not, Bicarb or not) <i>Jenn Peterson</i>
15:50	Poster Presentation
16:05	Closing Statement

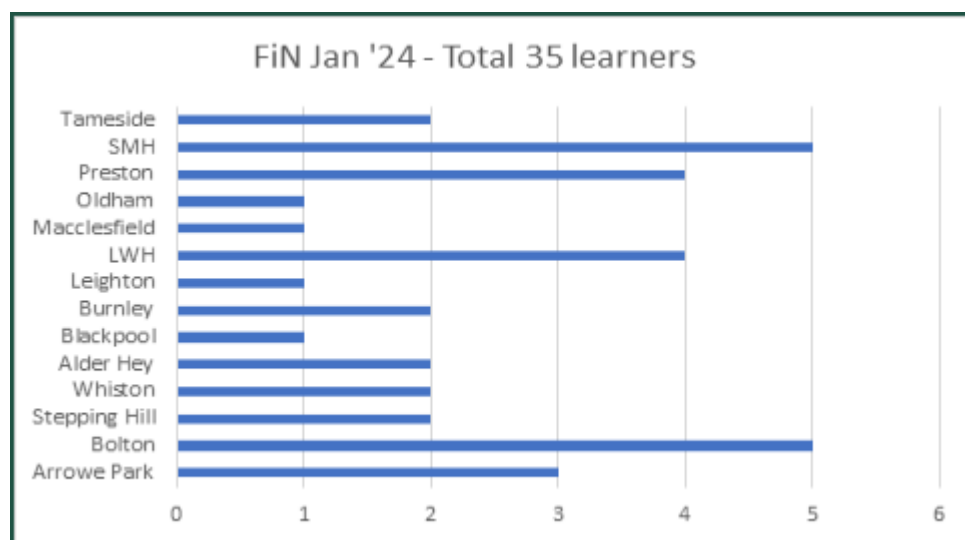
## Appendix 8– FiN programme

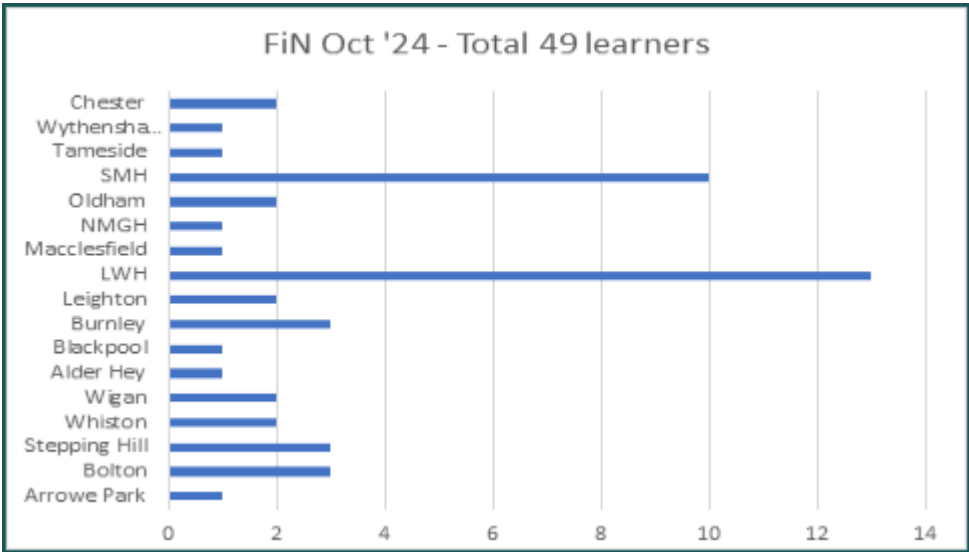
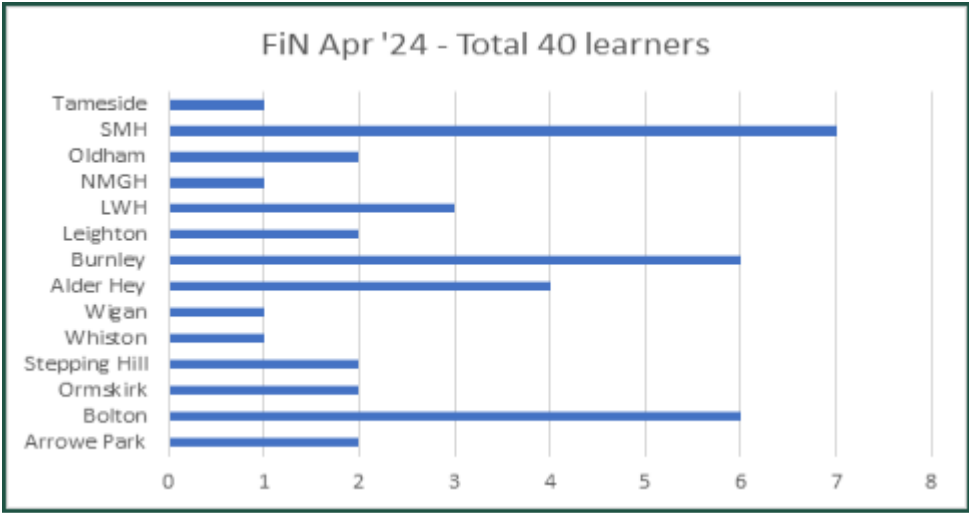
### The Foundation in Neonates Programme

This formal education programme has been successfully running in the north-west since September 2002 and this foundation programme is recognised as the foundation module of the NW Qualified in Speciality (QIS) pathway. The programme provides a supportive environment to facilitate the learning experience of nurses with no previous neonatal experience. It provides a structured and comprehensive teaching programme which aims to develop the theoretical knowledge and the clinical skills to deliver safe and effective care that meets the needs of unique physical emotional and social needs of the preterm / sick term neonate and his/her family.

The programme is facilitated 3 times a year in January, April and October and comprises of 11 study days which are facilitated as blended learning, either being online or within a classroom setting. In addition, the education team have developed a wide range of teaching resources encouraging self-directed learning.

**In 2024 a total of 124 nurses from across the North-West undertook and completed the NWNODN FiN programme.** All but 3 of the 22 units within the network had nurses on the programme at any given time. A breakdown of the number of learners from each unit is shown below.





**Warrington, Barrow and Lancaster did not have any nurses on the FiN during 2024**

**Feedback from learners:**

- I think the live presentations really helped in understanding the theory and the self directed study helped to consolidate the learning
- Study Days/Live Sessions balanced out well with clinical practice time
- I felt engaged with the sessions and there was lots of material to work
- I feel everything was covered in a short amount of time and the self-directed study prior to the live sessions underpinned the learning

## Quality Improvements made in 2024/25 for the FiN

The delivery of the FiN is consistently monitored to ensure assurance of the programme. During 2024/25 certain quality improvements were introduced:

- **Speakers with specialist knowledge have been introduced to deliver sessions.** Most sessions are now delivered by speakers from the ODN team and from the units themselves. The teaching opportunity also provides self-development for practitioners.
- **Educators from the NWNODN Team who teach on the programme complete clinical shifts.** This ensures they remain up to date with current practice.
- **The course content is now reviewed by neonatal experts and specialists either within the NWNODN team or on the units.**
- **A supported learner pathway** has been introduced which ensures a streamlined approach to recognising and actioning any difficulties with learners early on. This enables the team to problem solve any concerns they may have whilst learners can seek the support they need.

## Competency Book

During 2022 -2023 a new competency book for the entire QiS pathway was devised by the NWNODN education team and the three Higher Educational Institutions providing the Specialist module – the University of Salford, the University of Manchester and John Moores University. The purpose was to provide a standardised document to support learners throughout the pathway, ensuring consistency for the knowledge and skills achieved. The FiN section of the book has been in use since October 2023 and since September 2024, when ratification had been received from all universities, the Specialist section of the book has been in use.



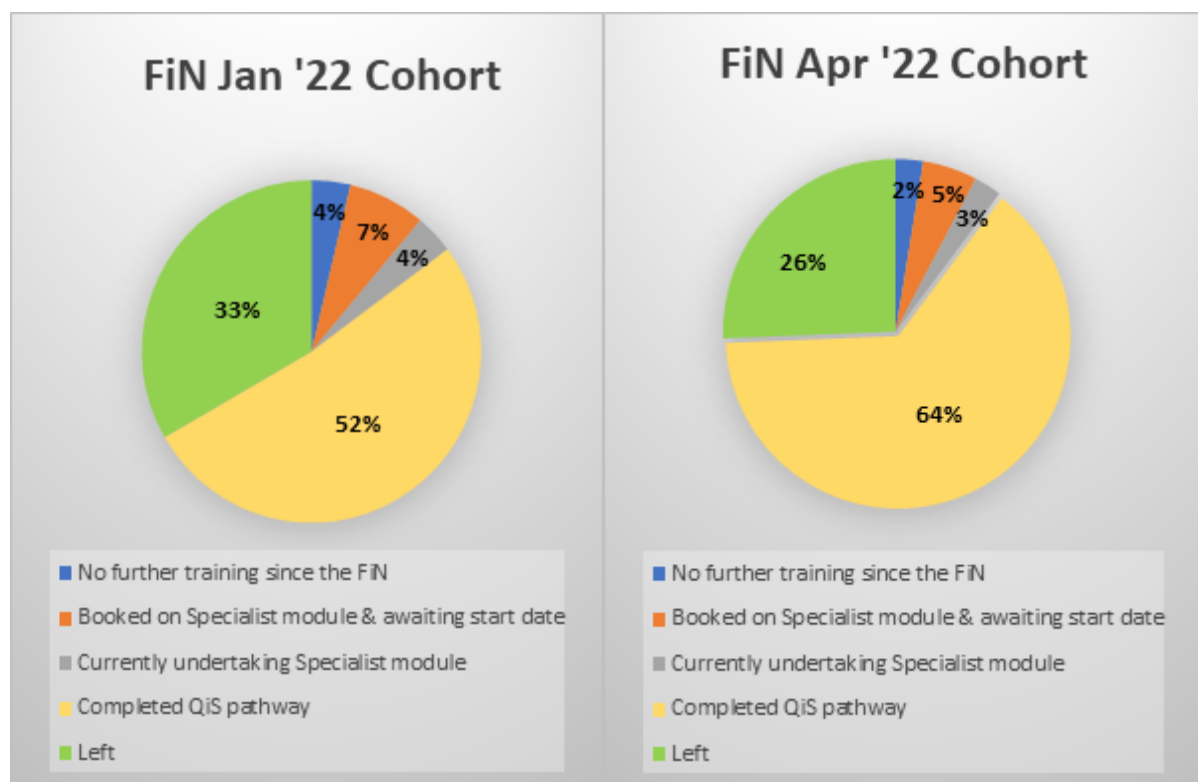
In November 2024 NHS England published the National standards for neonatal Qualified in Speciality (QiS) education. The standards outline the core aspects of neonatal care and the competency book is now being reviewed to ensure it is in line with the standards.

## Progression on the Quality in Speciality Pathway

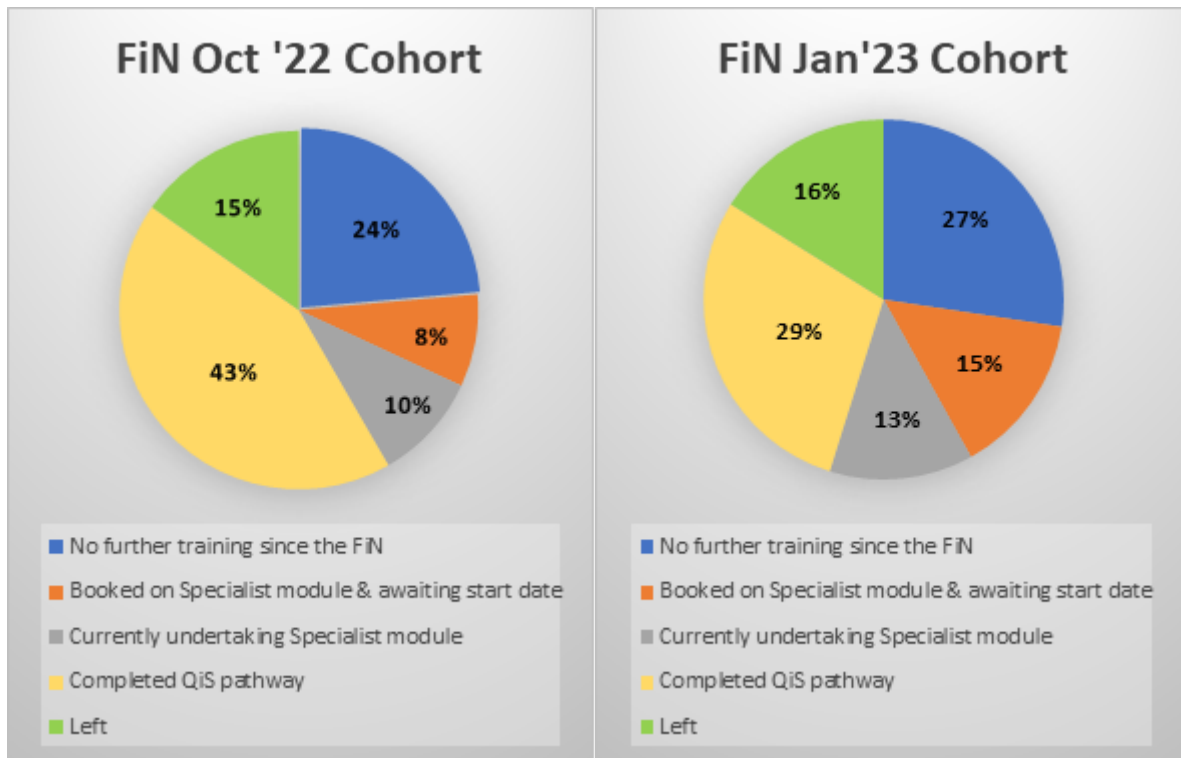
Each year nursing retention data is collated on all neonatal nurses who have completed the FiN over the past 3 years. As detailed in the NHS Three Year Delivery Plan for maternity and neonatal services, retention of staff is a challenge throughout the NHS.

The data collated provides an insight into the progression the learners have made along the QiS pathway since completing the FiN. The following charts show how each cohort has progressed from January 2022 to October 2023 inc.

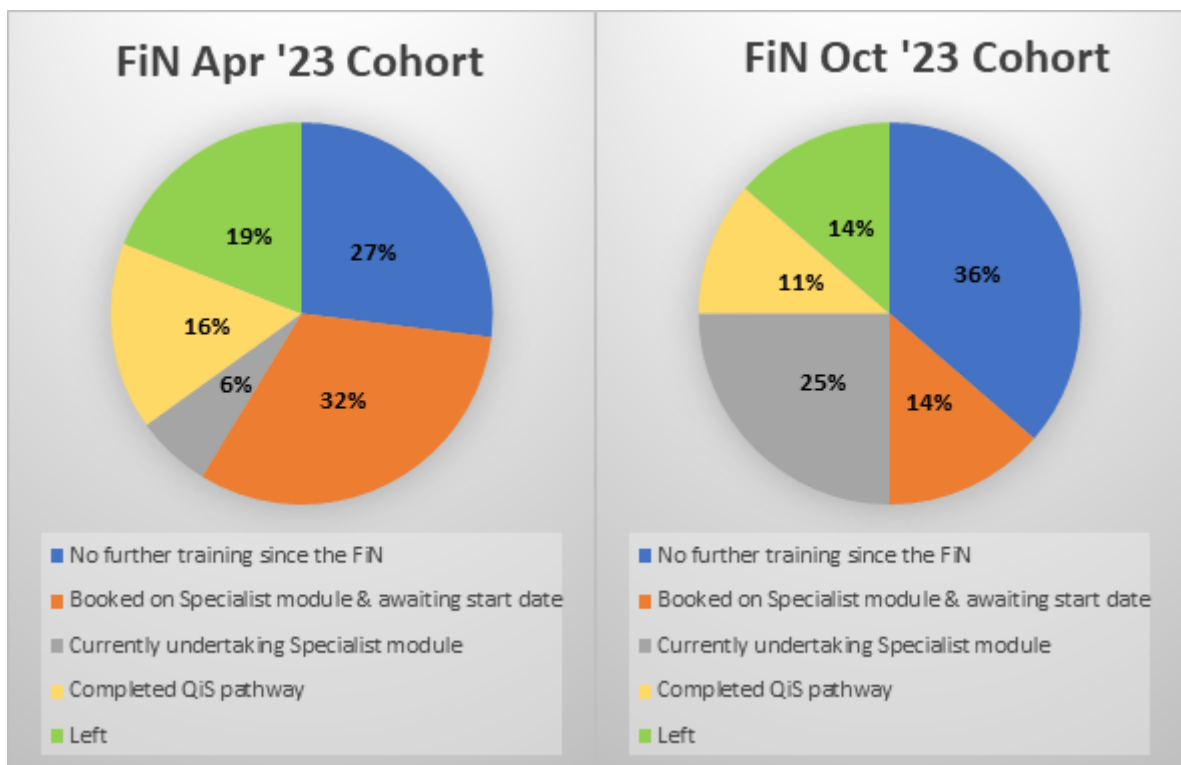
It is recommended that there is a consolidation period of between 1 year and 18 months following completion of the FiN and prior to commencing the Intensive care module, but this is dependent on individual trusts and neonatal experience. This will differ for those completing the IR FiN according to previous experience



The above tables demonstrate that most learners complete their QIS pathway within 2 years.

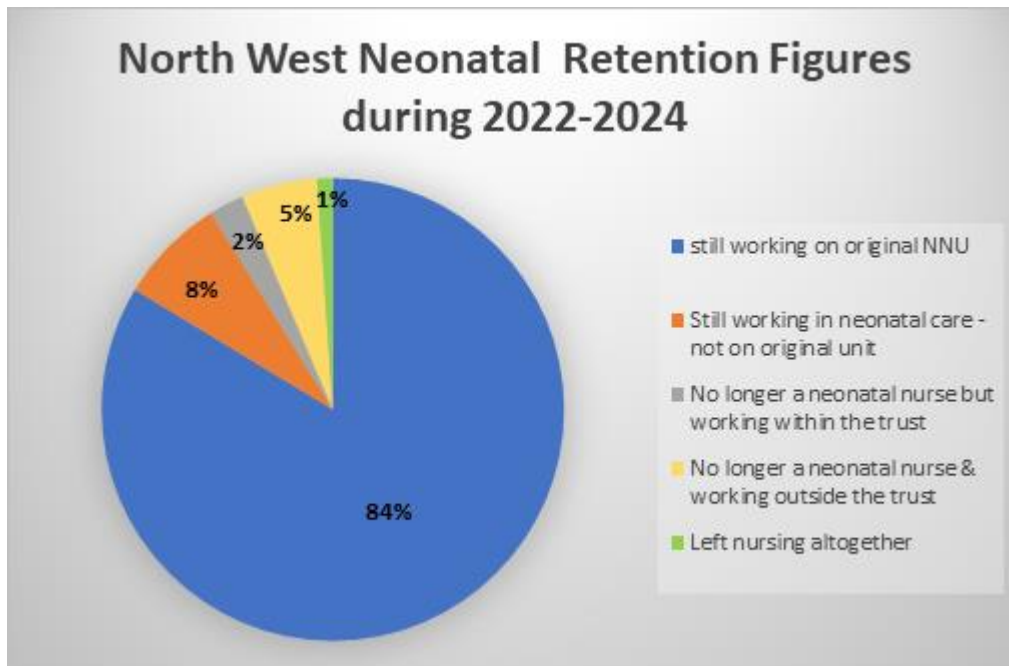


The following tables demonstrate the progression rate of staff depending on their readiness for their specialist module.



For 2024 there were only a minimal number of learners who were either booked on or commenced the Specialist module from the January or April cohorts which is to be expected.

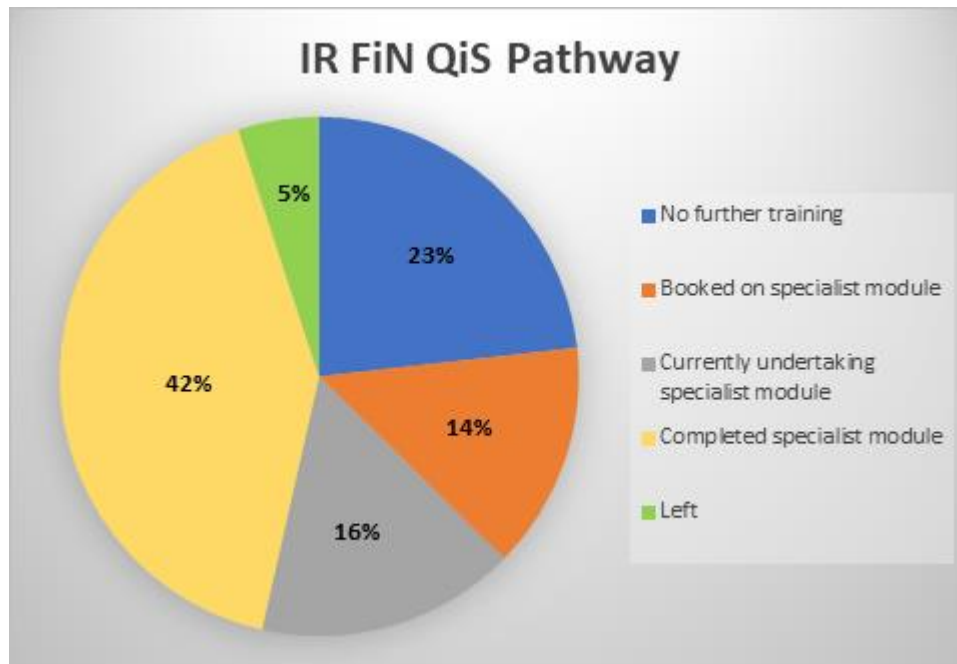
From 2022 to 2024 inclusive, 92% of nurses who completed the FiN during this time are still in neonatal nursing demonstrating good retention within our workforce.



The International Recruits Foundation in Neonates Programme (IR FiN) \* (*figures included in tables above*)

From 2020 there was a significant rise in international nurses coming over to this country with valuable and extensive neonatal knowledge. The aim of the IR FiN was to provide a foundation programme which supported their communication and cultural differences whilst providing an introduction of evidence-based practice through national guidelines and unit protocols. The programme began in April 2022 and was half the length of the FiN which enabled these nurses to progress along the QiS pathway at a pace that was appropriate to their pre-established knowledge and skills. The programme ran three times a year but in 2024 there was a significant reduction in recruitment of international nurses resulting in just one programme being run in January 2024 with a total of 7 learners.

A total of 99 nurses completed the IR FiN for the 6 programmes from April 2022 to January 2024 with to date 42% having completed their QiS pathway.



It is recognised that there are still international nurses being employed with or without previous neonatal experience, and although the numbers are not enough to warrant the running of the IR FiN there is still a need to support those nurses around changes in communication and culture. To address this, a communication study day was held in December 2024 for 7 nurses. This day will be held again in May 2025.

## Appendix 9 – All Things Infant Feeding

North West Neonatal Operational Delivery Network  
L&SC Study Day “All Things Infant Feeding”  
27<sup>th</sup> September 2024  
Brockholes Nature Reserve



NHS

**North West  
Neonatal**

Operational Delivery Network

**08.30 Registration Open**

**09.00 Welcome**

*Jo Marks, Sam Parry & Lynette Forsythe*

**09.10 NWNODN Education Update**

*Rosie Milbourn*

**09:20 Improving Early Colostrum Provision for Pre-Term Babies**

*Lisa Jenkinson & Sue Henry*

**09:50 Ardo Medical Presentation**

**10:00 Parent Story: Positive Experience of Breastfeeding**

*Yasmin Thompson*

**10.30 Morning Break & Visit with Exhibitors**

**11.00 Nutritional Requirements of a Preterm Infant: Use of Fortifier & Vitamins**

*Fionna Johnson*

**11:30 Chronic Lung Disease, a Speech Therapist's Role**

*Sarah Saunders*

**12:00 Parent Story: Oral Aversion and Long-term Outcomes**

*Lindsey Bishop*

**12:30 Lunch & Visit with Exhibitors**

**13.30 Feeding Babies with Down Syndrome**

*Sarah Ojar, Down Syndrome UK*

**14:15 Exploring the effects of Long-term Ventilation and Impact on Enteral/Oral Feeding**

*Richa Gupta*

**14:45 Frenectomy – to cut or not to cut?**

*Laura Hoskins*

**15:00 Afternoon Break with Exhibitors**

**15:30 Parent Story: Positive Experience of Breastfeeding Twins**

*Rebecca Shaw*

**16:00 Closing Statements**

*Katherine Noble and Kylie Reid*

**16:15 Close**

## Appendix 10 – Changes in the Neonatal World

Northwest Neonatal Operational Delivery Network  
Greater Manchester Study Day: “Changes in the Neonatal World”  
Friday 28<sup>TH</sup> March 2025  
Venue: Haydock Park Race Course



### 08:15 Registration

#### 08:45 Welcome & Introduction

*Suzi Faulkner*

#### 09:00 What does Quality Improvement mean to you?

*Natalie Anders*

#### 09:15 Mastering Standard Infusions

*Rebecca Hinton*

#### 09:45 Bereavement in Neonatal Care: The Impact

*Kathy Moses & Gemma Evans & Parent Finton O'Malley*

### 10:45 Tea & Coffee break – Visit with Exhibitors

#### 11:15 Feeding Interventions: When, Why & How

*Jo Marks*

#### 11:45 Optimal Positioning in Neonates: Foundations for Growth and Development

*Pip Ranson*

### 12:15 Lunch – Visit with Exhibitors

#### 13:15 Workstations:

- **Workstation 1: Positioning in practice**  
*Pip Ranson*
- **Workstation 2: Wrapped for a reason.**  
*Sarah Fulwood & Sam Parry*

### 14:15 Tea & Coffee break – Exhibitors

#### 14:45 Workstations continued:

- **Workstation 3: A sensational start: Exploring Neonatal Sensory Experiences**  
*Sarah Tandy*

#### 15:15 The role of the Professional Nurse Advocate in Transforming Healthcare- The catalyst for Change!

*Sabana Bhikha*

#### 15:45 Translating Knowledge into Practice? How to share what we've learnt today!

*Charlotte Whittle & Natalie Anders*

### 16:15 Close