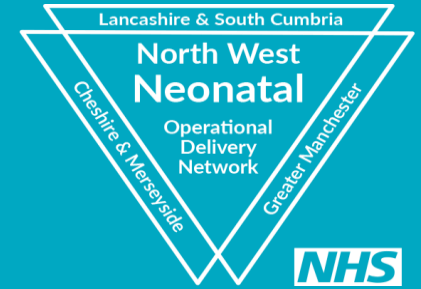


# NORTH WEST NEONATAL OPERATIONAL DELIVERY NETWORK



## Education Toolkit

Version 1 January 2022

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

# NWNODN Education Strategy Overview

Vision: **Highly skilled multi-disciplinary teams delivering safe and effective neonatal care**

Realised through:

Developing the Ideal Team

Supporting Career pathways

Providing safe, effective services

Delivered through:

Framework setting out education requirements for the core neonatal knowledge/skills acquisition pathway for the Ideal Team

Framework for skills and competency acquisition at different stages of career

Applying targeted learning/education in response to changing environment/ new circumstance / new ways of working (eg. QI) to improve outcomes

Underpinned by:

- Right education programmes
- Right education provider
- Quality built in (EEWG)
- Appraisal
- Support/supervision

- Recruit/attract/retain to neonatal care
- Defined requirements for different roles
- Appraisal
- Support/mentoring/coaching

- Defined processes for designing/delivering education for new ways of working; and for addressing identified clinical risk factors and outcome indicators

Making it happen through:

Workforce & Education Lead / NWEEN / Service + Education Providers / Technology / Funding

# Introduction

The previous page gives you an overview of the [NWNODN Education Strategy](#), and from this you can see the two key components of **Developing the Ideal Team** and **Supporting Career Pathways**. This document has been put together to support both of those components and is aimed at a variety of audiences to enable development.

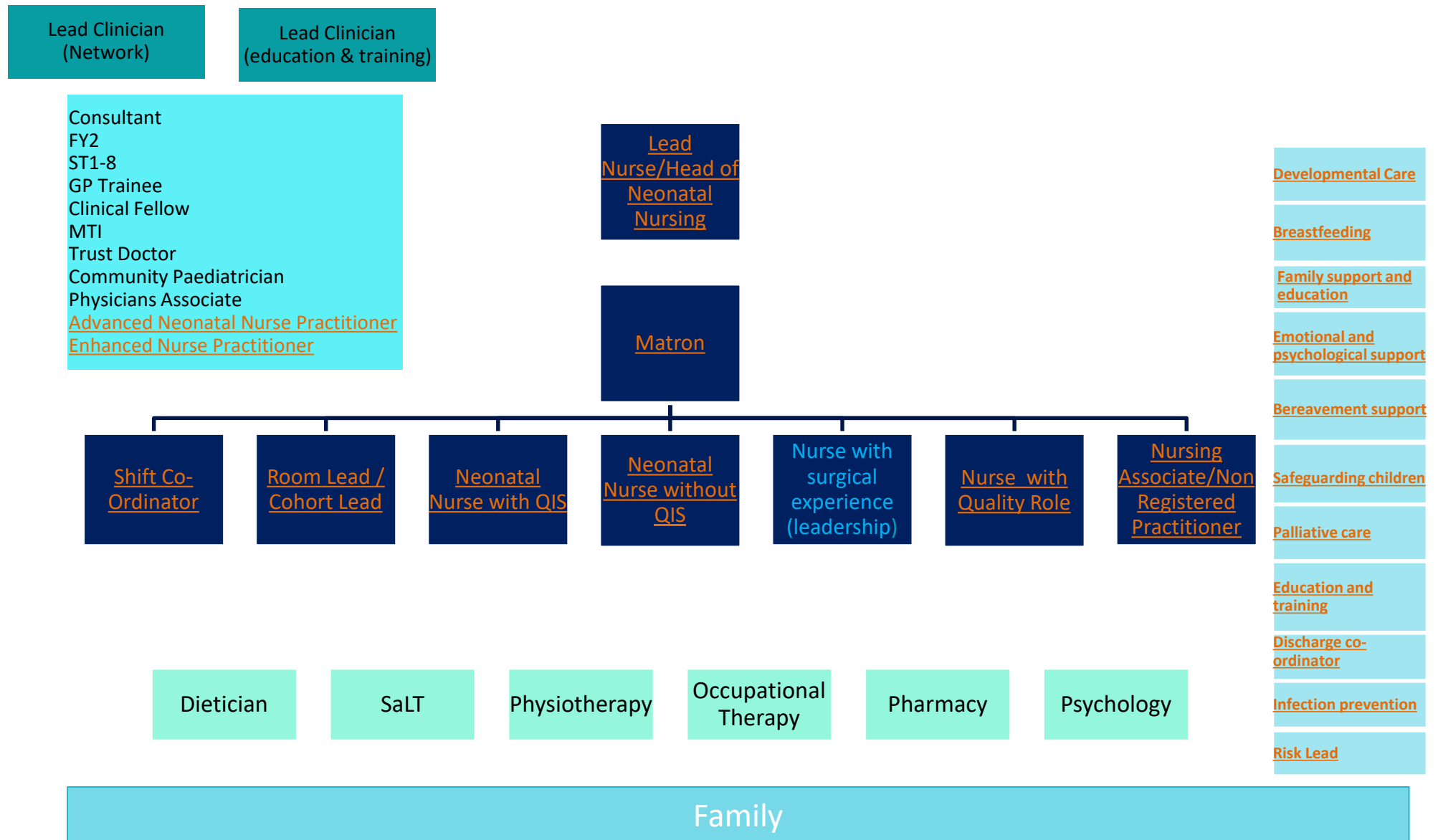
The [NWNODN Workforce Strategy](#) proposes the concept of an ‘**Ideal Team**’ which offers a way for neonatal care services to build upon their existing teams with enhanced roles in the best way which suits their individual service needs.

This **Toolkit** supports services in understanding the core skills which underpin each of the roles, and how they can plan the acquisition of those skills at individual and service level.

For the individual, the toolkit 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 toolkit will support them in developing their education offer in line with these recommendations

# Ideal Team (from [NWNODN Workforce Strategy](#))



# Role:

- [Non-registered practitioner/Nursing Associate](#)
- [Nurse](#)
- Medic
- AHP

## Links to other sections

- [Courses](#)
- [Leadership](#)

# Non-registered Workforce & Nursing Associates

Preceptorship (for  
nursing associates)

Care certificate  
(for all others)

Neonatal unit  
induction

NWNODN Non  
Registered (Clinical  
Support Worker)  
Programme

Additional Nursing  
Associate Days  
(NAs only)

# Other courses that may be useful

Transitional  
Care

[Transitional Care](#)  
East of England ODN

Special Care  
therapies in  
action

[Special care therapies in action](#)  
Aimed at those working in special care  
West Midlands ODN

Therapies  
in action

[Therapies in action](#)  
West Midlands ODN  
Aimed at new neonatal nurses but suitable for all  
neonatal staff

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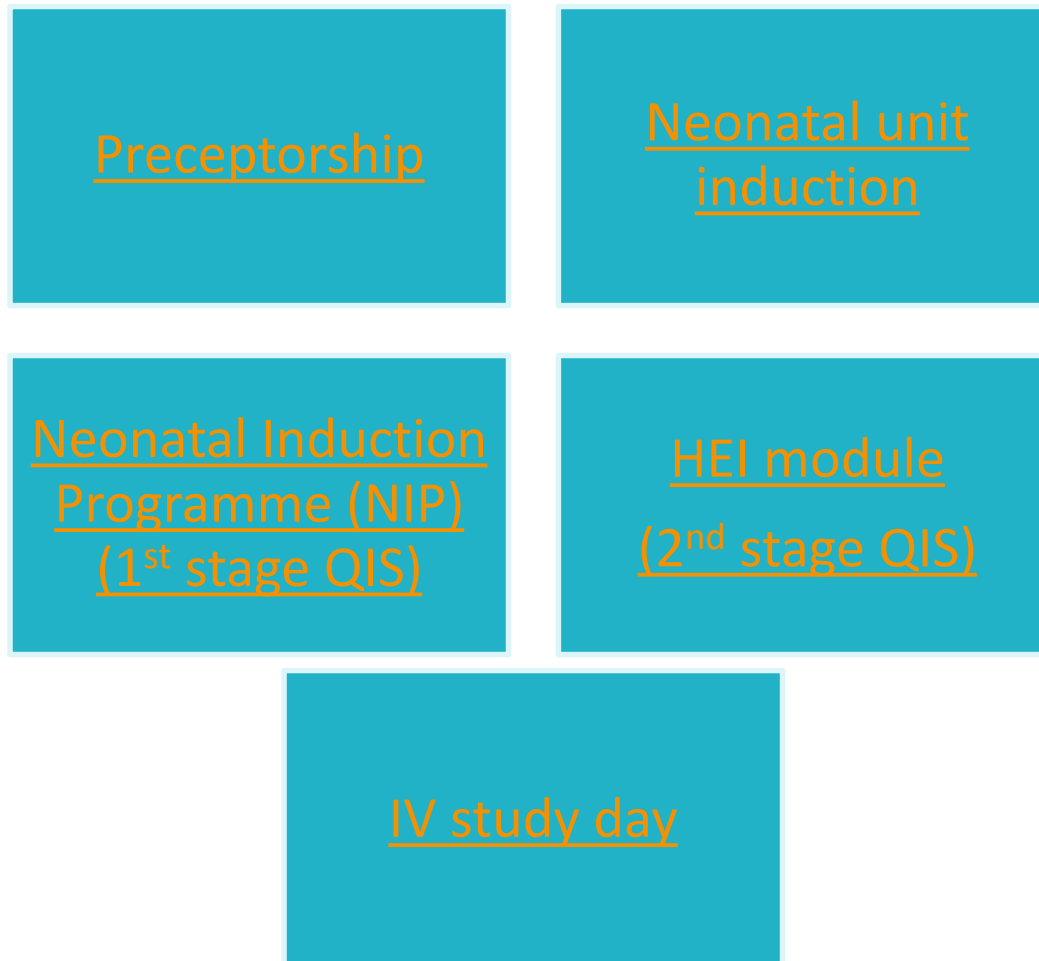
[Back to ideal team](#)

# Nursing

- Pre-QIS
- Post-QIS (includes ENNPs, ANNPs, Outreach, Transport etc.)

# Nursing pre-QIS

- After starting on the neonatal unit there are 5 main things you need to complete on your pathway to becoming Qualified in Speciality (QIS) in the North West



# Preceptorship

- A preceptorship should be a structured period of transition for the newly qualified nurse, nursing associate, midwife or allied health professional when they start employment within the NHS
- During this time, they should be supported by an experienced practitioner (a preceptor), to develop their confidence as an independent professional; and to refine their skills, values and behaviours
- Preceptorship is usually run by individual hospital trusts

Investing in a preceptorship programme can deliver a variety of benefits for the preceptee and employer, such as:

- enhanced patient care and experience
- improved recruitment and retention
- reduced sickness absence
- more confident and skilled staff
- increased staff satisfaction and morale

(NHS Employers, 2021 - Preceptorships for newly qualified staff)

<https://www.nhsemployers.org/your-workforce/plan/workforce-supply/education-and-training/preceptorships-for-newly-qualified-staff>

More info <https://www.nmc.org.uk/standards/guidance/preceptorship/>

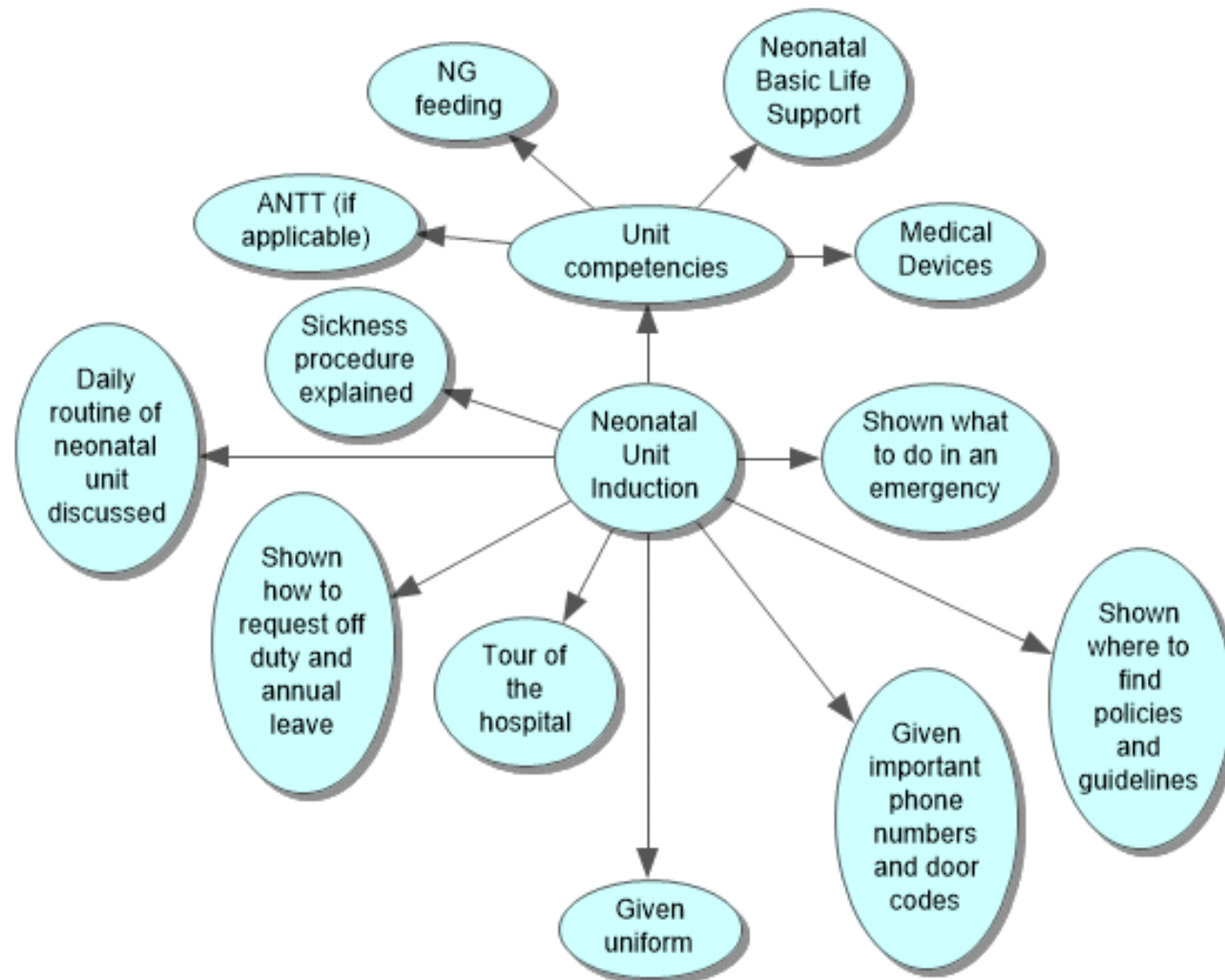
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[Back to pre-QIS](#)

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# Neonatal Unit Induction

The induction of a new member of staff onto a neonatal unit will comprise of many things including:



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# Nursing post-QIS

There are 5 main career paths (outlined by GIRFT, 2022) available to qualified neonatal nurses post QIS achievement:

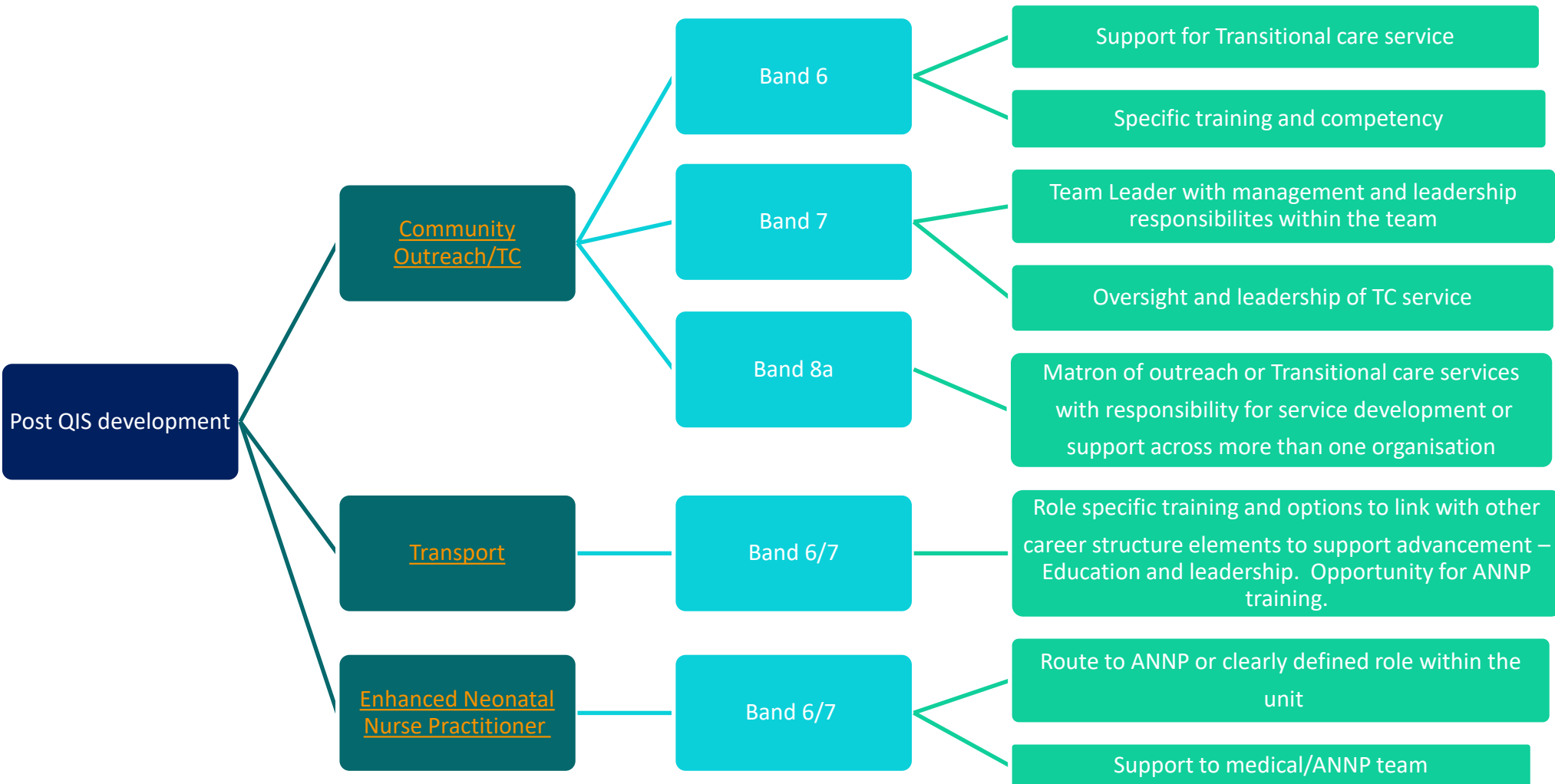
- [Post QIS development](#)
- [Advanced Practice](#)
- [Education](#)
- [Management](#)
- [Research](#)

In addition to these career pathways there is also the opportunity to pursue the following:

- [Nurse with quality roles](#)
- [Leadership](#)

[Back to ideal team](#)

# Post QIS development



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# Community Outreach

- About the role.....

Neonatal outreach nurses provide community care and support to babies and families upon discharge from the neonatal unit or postnatal ward

- How to get in to it.....

Speak to your manager or senior nurse during appraisal. Consider undertaking some of the below courses for CPD and to ready yourself for if/when a post becomes available

- Courses

(if you can help complete this section please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

[Back to Post-QIS](#)

[Back to ideal team](#)

# Transport

- About the role.....

Neonatal transport nurses provide care and support to babies during transfer to another unit. This may be an emergency transfer alongside a doctor, such as a transfer to an intensive care unit or for surgery, or it could be an elective transfer back to their local hospital or to a specialist hospital for an appointment

- How to get into it.....

Speak to your manager or senior nurse during appraisal. Consider undertaking some of the below courses for CPD and to ready yourself for if/when a post becomes available

- Courses

- (if you can help complete this section please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

[Back to Post-QIS](#)

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# Enhanced Neonatal Nurse Practitioner (ENNP)

- About the role.....

“Within Newborn Services the role of the ENNP has been utilised to support the medical staffing within the SC and HDU areas.

The role follows a medical model and nursing staff gain confidence in managing planned care with the medical staff on ward rounds. They will assess and feedback to the medical staff on infants who deteriorate, prepare infants for discharge and order investigations as per planned care. All plans of care are discussed with the medical team in order to support the safe care of infants in these areas. There is the opportunity to undertake the role of the non-medical prescriber if the ENNP wishes to develop their skills. The experience gained working within the team can often become a springboard to moving towards the ANNP course”

Stephanie Dow (Matron for Intensive Care and High Dependency, Manchester Foundation Trust)

- How to get in to it.....

Speak to your manager or senior nurse during appraisal. Consider undertaking some of the below courses for CPD and to ready yourself for if/when a post becomes available

[More ENNP information on next page](#) ➔

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# ENNP continued

- Essential courses

<https://www.bmh.manchester.ac.uk/study/cpd/courses/nursing-practice-bsc-cpd-units/?pg=2&unit=NURS9319C&unitYear=1>

- Cost - £2400
- 10 study days



- Other courses/CPD which may help

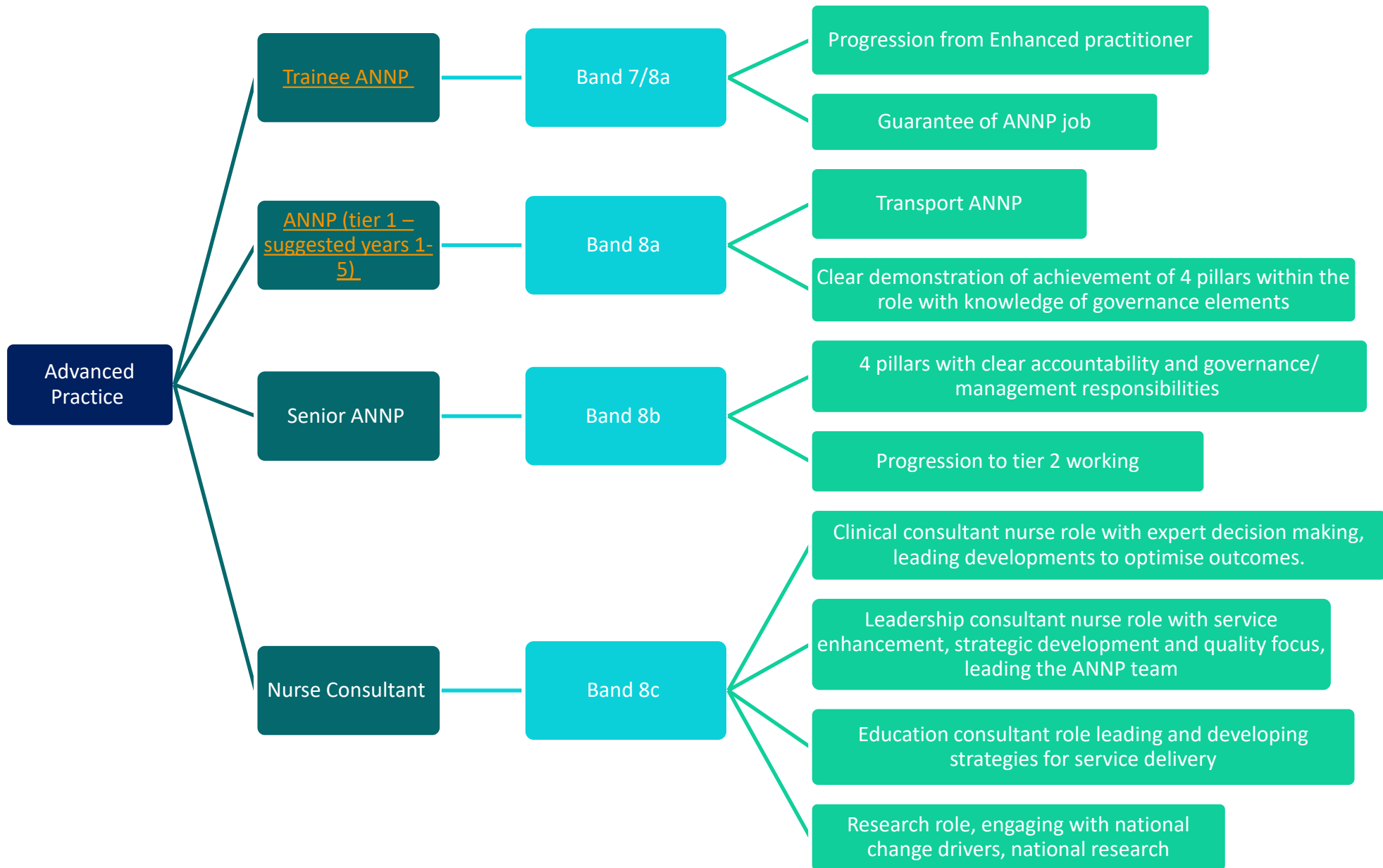
- NIPE (Newborn Infant Physical Examination)
- Leadership

(if you have any further information for this section please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Advanced Practice



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# Trainee ANNP

- About the role.....

ANNPs work on the medical rota and provide similar care to junior doctors. As part of the trainee role they will achieve clinical competencies in things like cannulation, line insertion, intubation, advanced resuscitation, examination of the newborn and much more.

- How to get in to it.....

Speak to your manager or senior nurse during appraisal. Consider undertaking some of the CPD courses on the next pages to ready yourself for if/when a trainee ANNP post becomes available to complete the essential course

[More ANNP information on Next Page](#) 

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# Trainee ANNP courses

## Essential courses

<https://www.ljmu.ac.uk/study/courses/postgraduates/advanced-paediatric-and-neonatal-practice>

- Liverpool John Moores University
- Part time (2 years)
- Cost = £8000



<https://www.salford.ac.uk/courses/postgraduate/advanceu-practice-neonates>

- University of Salford
- Full time (1 year)
- Cost = £8100 (2021/2022) £8280 (2022/2023)



University of  
**Salford**  
MANCHESTER

[More ANNP information on Next Page](#)



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# Trainee ANNP (continued)

- Other courses/CPD that may help
  - [Leadership](#)

(if you have any further information for this section please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# ANNP (Tier 1 – suggested years 1-5)

## **Advanced Neonatal Nurse Practitioner Capabilities Framework: A BAPM Framework for Practice**

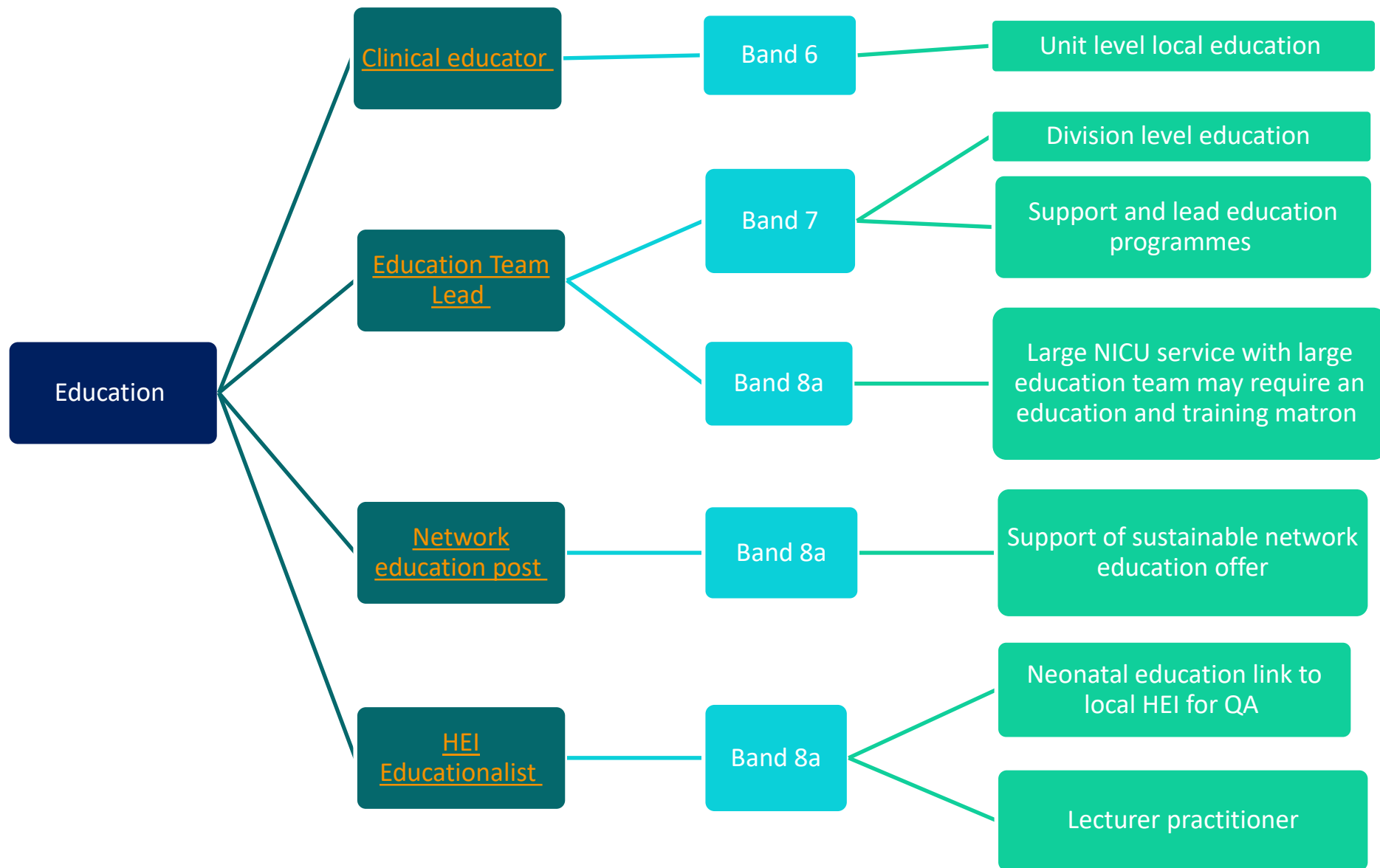
- The purpose of this framework is to give a career pathway to ANNPs working in any level or unit or within the transport setting. This model makes clear how ANNPs can progress outside the limitations of the clinical rota by setting out a variety of career development pathways using the four pillars of advanced practice: clinical practice, leadership and management, education and research
- The framework sets out the capabilities expected under each of these pillars at the level of ANNP, Senior ANNP and Consultant Nurse.

[https://hubble-live-assets.s3.amazonaws.com/bapm/file\\_asset/file/128/ANNP\\_Capability\\_framework\\_-\\_for\\_publication\\_10-5-21.docx.pdf](https://hubble-live-assets.s3.amazonaws.com/bapm/file_asset/file/128/ANNP_Capability_framework_-_for_publication_10-5-21.docx.pdf)

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# Education



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# Clinical Educator

- About the role.....

Clinical nurse educators are practice-based nurses whose primary role is educating the workforce. The role varies slightly in different units but often includes teaching on mandatory training, equipment training, supporting students and general neonatal education

- How to get in to it.....

Show an interest in education, take the lead on teaching a particular piece of equipment or topic area in practice and then speak to your line manager during appraisal

- Essential courses....

- QIS

- Other courses/CPD that may help

- While not essential, a PGCE may be useful particularly if you want to progress to being a network educator or HEI educationalist.
- Leadership courses
- other teaching courses
- communication courses

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# Education Lead

- About the role.....

The education lead will be responsible for leading the education team on the neonatal unit. The role often involves coordinating training and education, performance management, having difficult conversations and assessing staff competence

- How to get in to it.....

You will need experience as a clinical educator, good leadership and communication skills and a passion for training and education. Speak to your line manager during appraisal

- Essential courses....

- QIS

- Other courses/CPD that may help

- [Leadership](#)
- PGCE
- Communication skills courses – having difficult conversations, performance management, coaching etc.
- Other teaching courses

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# Network Education Post

- About the role.....

Network education in the North West involves delivering aspects of the NWNODN education strategy such as teaching on NIP, neonatal support worker programme, consultant study days and much more, as well as driving innovation and change within education both in the NW and nationally

- How to get in to it.....

Experience of teaching both in clinical practice and to groups of people are essential. You need a passion for teaching and developing staff as well as a desire to drive change and innovation

- Essential courses....

- QIS

- Other courses/CPD that may help

- [Leadership](#)
- Communication skills courses – having difficult conversations, performance management, coaching etc.
- PGCE
- Other teaching courses

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# HEI Educationalist Post

- About the role.....

As an HEI lecturer, you'll need expertise in your subject area in order to teach students. Teaching methods include lectures, seminars, tutorials, practical demonstrations, field work and e-learning.

- How to get in to it.....

Gain experience in teaching and assessing. Speak to your line manager in appraisal

- Essential courses....

Most HEIs will require educators to have a Masters degree and a PGCE (post-graduate certificate in education). Some may help you to get these once you have the job but others will insist you have obtained them before applying for a post

Many HEIs in the North West offer Masters modules and PGCE courses, see individual university websites for details

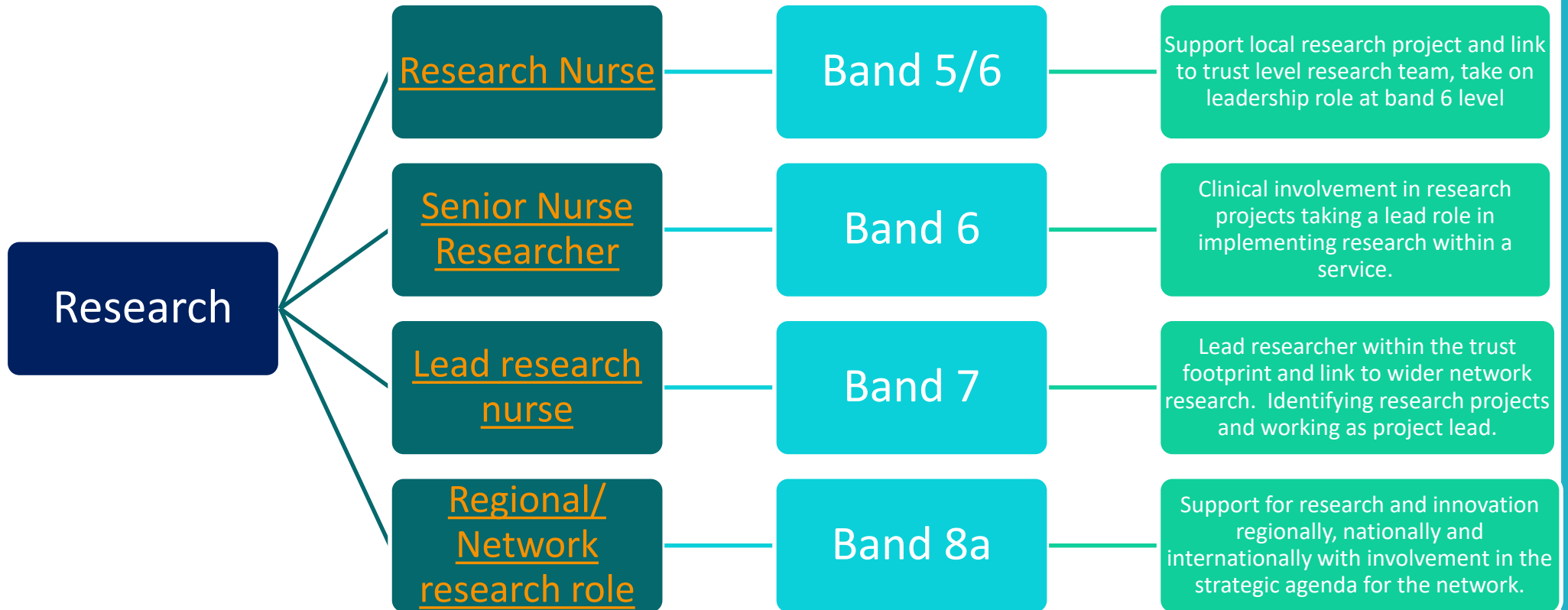
- Other courses/CPD that may help

- Leadership
- teaching courses
- communication skills

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# Research



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# Research Nurse

- About the role.....
- How to get in to it.....
  - The NIHR website has information about starting a career in research  
[https://www.nihr.ac.uk/health-and-care-professionals/your-path-in-research.htm?utm\\_source=linkedin&utm\\_medium=social&utm\\_campaign=yourpath2021&s=09](https://www.nihr.ac.uk/health-and-care-professionals/your-path-in-research.htm?utm_source=linkedin&utm_medium=social&utm_campaign=yourpath2021&s=09)
- Essential courses....
- Other courses/CPD that may help  
(if you can help complete this section or know anyone that can help  
please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Senior Research Nurse

- About the role.....
- How to get in to it.....
- Essential courses....
- Other courses/CPD that may help

(if you can help complete this section or know anyone that can help please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Lead Research Nurse

- About the role.....
- How to get in to it.....
- Essential courses.....
- Other courses/CPD that may help

(if you can help complete this section or know anyone that can help please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Regional/Network Research Role

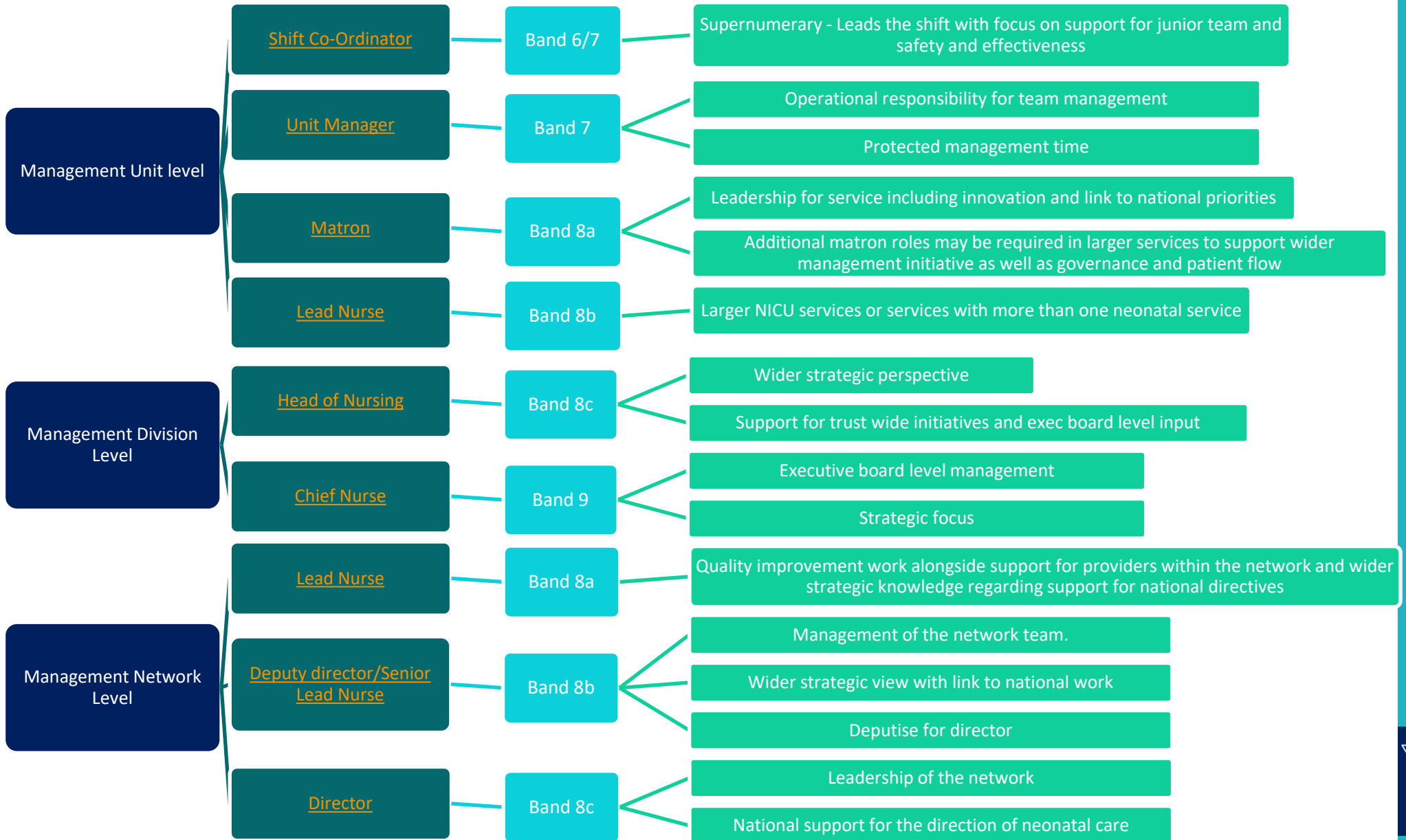
- About the role.....
- How to get in to it.....
- Essential courses....
- Other courses/CPD that may help

(if you can help complete this section or know anyone that can help  
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# Management



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# Room Lead/Cohort Lead

- About the role.....
- How to get in to it.....
- Essential courses....
- Other courses/CPD that may help
  - [Leadership](#)

(if you can help complete this section or know anyone that can help please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Shift Leader

- About the role.....
- How to get in to it.....
- Essential courses....
- Other courses/CPD that may help
  - [Leadership](#)

(if you can help complete this section or know anyone that can help  
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# Unit Manager

- About the role.....
  - The unit manager tends to be a non clinical role but still based within the unit. The aim is to be a highly visible, proactive and supportive leader of the team. The main aspects of the role include budget and staff management; risk assessment and governance; having an awareness of, and adhering to, trust and national guidelines; supporting new neonatal initiatives; driving forward recruitment and retention incentives; encouraging collaboration with all members of the MDT; and having the overall responsibility of overseeing the general health and safety of the unit, staff, families and babies at all times.
- How to get in to it.....
  - Have an interest in management and leadership together with a good background of neonatal knowledge. You will have worked as a shift leader on the unit which will have enabled you to understand team dynamics and shift control. Lead on a specific project on your unit. Show an interest in governance and ask to attend any meetings that will improve your awareness of trust and national initiatives.
- Essential courses....
  - QiS

[More Unit manager info on next page](#) ➔

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# Unit Manager continued..

- Other courses/CPD that may help
  - [Leadership](#)
  - Appraisal training
  - Communication courses
  - National or local neonatal study days
  - Joining a special interest group with the NWNODN

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# Matron

- About the role.....
- How to get in to it.....
- Essential courses....
- Other courses/CPD that may help
  - [Leadership](#)

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# Lead Nurse (Unit Level)

- About the role.....
- How to get in to it.....
- Essential courses....
- Other courses/CPD that may help
  - [Leadership](#)

(if you can help complete this section or know anyone that can help please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Head of Nursing

- About the role.....
- How to get in to it.....
- Essential courses....
- Other courses/CPD that may help
  - [Leadership](#)

(if you can help complete this section or know anyone that can help please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Chief Nurse

- About the role.....
- How to get in to it.....
- Essential courses....
- Other courses/CPD that may help
  - [Leadership](#)

(if you can help complete this section or know anyone that can help please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Lead Nurse (Division Level)

- About the role.....
- How to get in to it.....
- Essential courses....
- Other courses/CPD that may help
  - Leadership

(if you can help complete this section or know anyone that can help  
please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Network Lead Nurse

- About the role.....
  - Supportive role for managers, educators and clinical leads within a locality and across the network
  - Specific focus such as governance or data supporting all 22 units in the NW
  - Support of Special Interest groups and Task and Finish Groups
  - Links to regional and national work
  - Giving neonatal care a voice
  - Sharing information about the network and national neonatal drivers widely
  - Insight into clinical pathways
  - Support NCCR implementation
  - Engaging with clinical colleagues
  - Supporting educational events
  - Flexible and interesting with wider opportunities to develop

[More Network Lead Nurse Information on next page](#) 

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# Network Lead Nurse continued..

- How to get in to it.....
  - Good length of experience in neonatal services
  - Variety of roles
  - Be involved in local QI work
  - Get involved with the network to understand what it does and expand experience
  - Take interest in national influences on neonatal and maternity care
- Essential courses....
  - Masters degree
- Other courses/CPD that may help
  - [Leadership](#)
  - Quality improvement

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# Network Deputy Director/Senior Lead Nurse

- About the role.....
- How to get in to it.....
- Essential courses....
- Other courses/CPD that may help
  - [Leadership](#)

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# Network Director

- About the role.....
  - The Network Director provides overall leadership for the Network
- How to get in to it.....
  - The role of Network Director is one which can be undertaken by both clinical and non-clinical staff. This means that the candidate could be nursing, medical, AHP or via a business /management route
- Essential courses....
  - A Master's degree
- Other courses/CPD that may help
  - [Leadership](#)
  - Leading across Organisations

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# Quality Roles for Nurses

- Developmental care
- Breastfeeding
- Family support and education
- Emotional and psychological support
- Bereavement support
- Safeguarding children
- Palliative care
- Education and training
- Discharge coordinator
- Infection prevention
- Risk lead

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# Developmental Care

- About the role...
  - The neonatal unit can be a stressful environment for preterm and sick infants. Developmental care aims to reduce this stress as much as possible to promote improved neurodevelopmental outcomes. As a link nurse you would be responsible for ensuring stress is minimised as much as possible on the unit you work on
- How to get in to it...

Speak to your manager or senior nurse during appraisal. Consider undertaking some of the below courses for CPD and to ready yourself for if/when a post becomes available

[More developmental care info on next page](#) 

[Back to Quality Roles](#)

[Back to ideal team](#)

# Developmental Care courses

FINE  
training

(family and infant neurodevelopmental education)  
<https://finetraininguk.com/fine-courses/>

Neonatal  
Therapies  
in Action

[Therapies in action](#)  
West Midlands ODN

NBO

(newborn behavioural observations)  
<https://www.brazelton.co.uk/courses/nbo/>

[Back to Developmental Care](#)

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# Breastfeeding

- About the role.....

Breastfeeding link nurses offer advice and support to mothers breastfeeding and/or expressing breast milk. The role differs slightly in different trusts/hospitals.

“I cover the bleep for the Infant Feeding Specialist Service (we cover Maternity, Neonates and Paediatrics and also see mum and baby’s as outpatients, who come into the hospital from time to time for breastfeeding support). I’m also a Tongue Tie Practitioner, running triage clinics, the frenulotomy clinic and follow up clinics. I train all the Neonatal Unit staff. Each new starter will get a 1:1 with myself as Induction to the Infant Feeding policy and we will discuss their knowledge and needs. They then attend 2 days of breastfeeding/lactation training that I run within the first 6 months of their start date and then all staff attend their annual Mandatory training for a 1 hour update session. I am involved in auditing for both staff and parents for BFI. I produce policies/SOPs. I attend Breastfeeding Strategy Group Meeting for the department and NWNODN meetings when I can”

Lisa Hobbs (Infant Feeding Coordinator, Royal Bolton Hospital)

[More Breastfeeding information on next page](#) ➔

[Back to Quality Roles](#)

[Back to ideal team](#)

# Breastfeeding continued..

- How to get in to it.....

Speak to your manager or senior nurse during appraisal. Consider undertaking some of the below courses for CPD and to ready yourself for if/when a post becomes available

“After being allocated a place on the Unicef BFI course about 12 years ago, I developed an interest and the drive to support mother and babies with lactation and breastfeeding. I spoke to the Unit Manager and time was allocated for this. I went on to do the Deborah Robertson LEAARC Approved Breastfeeding Specialist Course diploma. This course really gave me the specialist knowledge and skills I needed. Once you have the knowledge and skills you then need to speak to the unit managers, look at your unit’s breastfeeding/breast milk feeding rates, compare to other Neonatal Units and discuss the need for improvements and how having a lead on the unit with allocated time can help to achieve improved rates, improved health and provide sustainability of BFI Standards.”

Lisa Hobbs (Infant Feeding Coordinator, Royal Bolton Hospital)

- Essential courses....

- Five-Day Training for Maternity & Health Visiting Infant Feeding Leads  
<https://www.unicef.org.uk/babyfriendly/training/courses/five-day-training/>

[More Breastfeeding Information on next page](#) 

[Back to Quality Roles](#)

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# Breastfeeding continued

- Other courses/CPD that may help
  - [Deborah Robertson LEAARC Approved Breastfeeding Specialist Course diploma](#)

(if you have any further information for this section please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

[Back to Quality Roles](#)

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# Family Support and Education

- About the role.....

- How to get in to it.....

Speak to your manager or senior nurse during appraisal. Consider undertaking some of the below courses for CPD and to ready yourself for if/when a post becomes available

- Essential courses....

- Other courses/CPD that may help

(if you can help complete this section or know anyone that can help please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

[Back to Quality Roles](#)

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# Emotional and Psychological Support

- About the role.....

- How to get in to it.....

Speak to your manager or senior nurse during appraisal. Consider undertaking some of the below courses for CPD and to ready yourself for if/when a post becomes available

- Essential courses....

- Other courses/CPD that may help

(if you can help complete this section or know anyone that can help please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Bereavement Support

- About the role.....

- How to get in to it.....

Speak to your manager or senior nurse during appraisal. Consider undertaking some of the below courses for CPD and to ready yourself for if/when a post becomes available

- Essential courses....

- Other courses/CPD that may help

(if you can help complete this section or know anyone that can help  
please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Safeguarding Children

- About the role.....

- How to get in to it.....

Speak to your manager or senior nurse during appraisal. Consider undertaking some of the below courses for CPD and to ready yourself for if/when a post becomes available

- Essential courses....

- Other courses/CPD that may help

(if you can help complete this section or know anyone that can help please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Palliative Care

- About the role.....

- How to get in to it.....

Speak to your manager or senior nurse during appraisal. Consider undertaking some of the below courses for CPD and to ready yourself for if/when a post becomes available

- Essential courses....

- Other courses/CPD that may help

(if you can help complete this section or know anyone that can help please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Discharge Co-Ordinator

- About the role.....

- How to get in to it.....

Speak to your manager or senior nurse during appraisal. Consider undertaking some of the below courses for CPD and to ready yourself for if/when a post becomes available

- Essential courses....

- Other courses/CPD that may help

(if you can help complete this section or know anyone that can help please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Infection Prevention

- About the role.....

- How to get in to it.....

Speak to your manager or senior nurse during appraisal. Consider undertaking some of the below courses for CPD and to ready yourself for if/when a post becomes available

- Essential courses....

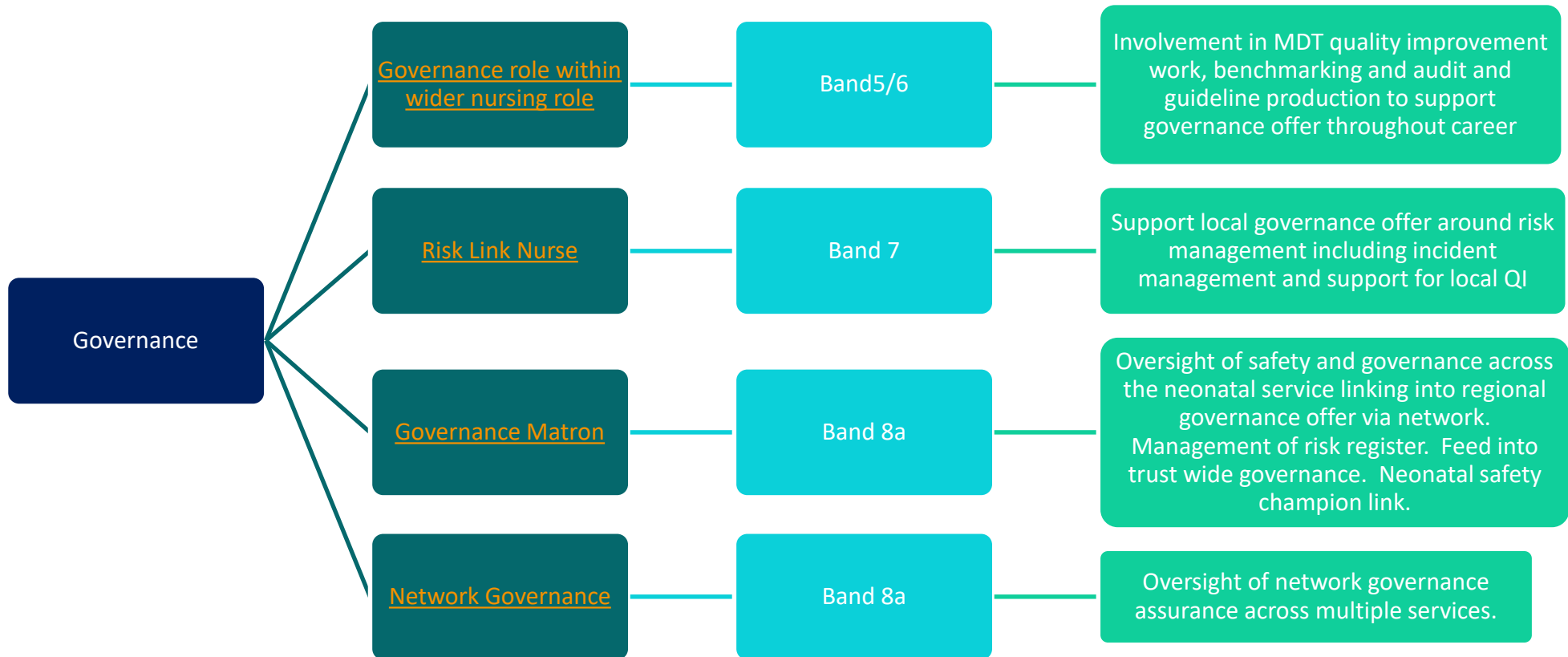
- Other courses/CPD that may help

(if you can help complete this section or know anyone that can help please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Governance



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# Governance role within wider nursing team

- About the role.....

- How to get in to it.....

Speak to your manager or senior nurse during appraisal. Consider undertaking some of the below courses for CPD and to ready yourself for if/when a post becomes available

- Essential courses....

- Other courses/CPD that may help

(if you can help complete this section or know anyone that can help please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Risk Link Nurse

- About the role.....

- How to get in to it.....

Speak to your manager or senior nurse during appraisal. Consider undertaking some of the below courses for CPD and to ready yourself for if/when a post becomes available

- Essential courses....

- Other courses/CPD that may help

(if you can help complete this section or know anyone that can help please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Governance Matron

- About the role.....
- How to get in to it.....
- Essential courses....
- Other courses/CPD that may help

(if you can help complete this section or know anyone that can help please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Network Governance

- About the role.....
- How to get in to it.....
- Essential courses....
- Other courses/CPD that may help

(if you can help complete this section or know anyone that can help please email [jenny.wiseman@alderhey.nhs.uk](mailto:jenny.wiseman@alderhey.nhs.uk))

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# Courses

# Courses

- Care certificate
- NWNODN Non-Registered (Clinical Support Worker) Programme
- Special Care Therapies in Action
- Neonatal Induction Programme (NIP)
- NWNODN IV Study Day
- HEI Module (QIS)
- Neonatal Therapies in Action
- Transitional Care Programme

# Care Certificate

Often facilitated/delivered by your individual trust Learning and Development/Education department

The Care Certificate is an identified set of standards that health and care professionals adhere to in their daily working life. Designed with the non-regulated workforce in mind, the Care Certificate gives everyone the confidence that health and care professionals have the same introductory skills, knowledge and behaviours to provide compassionate, safe and high-quality care and support in their own particular workplace setting.

The Care Certificate consists of 15 standards that require both theoretical study and practical application within the learner's place of work. All elements of the standards must be completed and assessed before certificates are awarded.

<https://www.hee.nhs.uk/our-work/care-certificate>

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# NWNODN Non-Registered (Clinical Support Worker) Programme

- Aimed at Band 2 to 4 staff and Nursing Associates
- 3 study days (plus additional 2 days for Nursing Associates) plus a competency book to complete

More information

<https://www.neonatalnetwork.co.uk/nwnodn/wp-content/uploads/2021/11/Non-Registered-Clinical-Workforce.docx>

Applications to [Liz.Collins@alderhey.nhs.uk](mailto:Liz.Collins@alderhey.nhs.uk)

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# Special Care Therapies in Action

- Run by the West Midlands Neonatal ODN
- 2 day course focusing on developmental care, in particular feeding and nutrition and handling and development
- Aimed at
  - Non-registered workforce
- Runs once a year (June/July)
- 2 days (virtual)
- Cost = £25 for one day or £35 for both
- Contact [bwc.wmnodn@nhs.net](mailto:bwc.wmnodn@nhs.net) for more information

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# Neonatal Induction Programme (NIP)

- Aimed at all newly qualified nurses and nurses new to neonates
- Covers a very wide range of neonatal conditions and topics
- 6 month programme including study days, clinical placement and a competency book
- 3 courses per year (January, April and October)
- For more information  
<https://www.neonatalnetwork.co.uk/nwnodn/neonatal-induction/>
- To book staff on contact [Liz.Collins@alderhey.nhs.uk](mailto:Liz.Collins@alderhey.nhs.uk)

# NWNODN IV Study Day

- Most Neonatal Units will run their own IV study day but if not the NWNODN education team can run one either for your own unit or for a locality
- For more information <https://www.neonatalnetwork.co.uk/nwnodn/wp-content/uploads/2021/11/IV-Study-Day.docx>
- Applications [Liz.Collins@alderhey.nhs.uk](mailto:Liz.Collins@alderhey.nhs.uk)

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# HEI Module

- In the North West the 2<sup>nd</sup> stage of obtaining your QIS is run at one of 3 universities

University of  
Salford

Liverpool John  
Moore's  
University

University of  
Manchester

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# Neonatal Therapies in Action

- Run by the West Midlands Neonatal ODN
- Aimed at
  - foundation level nurses
  - also suitable for AHPs, non-registered staff, nursing associates and medics
- sample programme - <http://swmnodn.org.uk/wp-content/uploads/2020/11/Therapies-in-Action-Foundation-Level-Jan-March-2021.pdf>)
- Runs twice a year (October-December and January-March)
- 10x 1 hr sessions (virtual)
- Cost = £26
- Contact Denise Jeffs for more information [d.jeffs@nhs.net](mailto:d.jeffs@nhs.net)

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# Transitional Care Programme

- Created by the East of England ODN
- This programme provides health care professionals with the fundamental knowledge and skills to care for infants and their families in transitional or special care environments
- Aimed at all health professionals working in transitional or special care environments
- Cost = £200
- 2 cohorts per year – February and September (online)
- Sample programme [https://nitter.domain.glass/pic/media%2FE6mT\\_d2XEAEV-eM.jpg%3Fname%3Dorig](https://nitter.domain.glass/pic/media%2FE6mT_d2XEAEV-eM.jpg%3Fname%3Dorig)

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# Deborah Robertson LEAARC Approved Breastfeeding Specialist Course diploma

- 12 study days, one per month
- 12 pieces of substantial and time-consuming graded homework, one each month, linked to the study day.
- Details of session topics (other page) and homework tasks (below)
- Catch up days are available for any student who missed part of the course in subsequent year(s)
- Course approval by Lactation Education Accreditation and Approval Review Committee (LEAARC). [www.breastfeedingspecialist.com](http://www.breastfeedingspecialist.com)
- Cost = £1620 (£135 per day)

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# Leadership

# Leadership

NHS  
Leadership  
academy

NHS  
Leadership  
Learning Hub

Florence  
Nightingale  
Foundation

RCN  
Leadership

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More leadership →

# Leadership

## NHS Leadership Programmes

Edward Jenner  
(all neonatal staff)

Mary Seacole  
(first time leaders)

Rosalind Franklin  
(mid-level leaders)

Elizabeth Garrett  
Anderson  
(middle-senior leaders –  
leads to MSc)

Nye Bevan  
(senior leaders  
moving to board  
level)

Stepping Up  
(for BAME  
colleagues)

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# Leadership – Learning Hub

- (<https://www.leadershipacademy.nhs.uk/learning-page/>). The NHS Leadership academy also has a learning hub page where there is more information about leadership and management including:
  - bitesize learning (<https://people.nhs.uk/all-bitesize/>),
  - career development resources such as coaching and mentoring (<https://www.leadershipacademy.nhs.uk/career-development/>)
  - a range of resources to help you be a resilient leader (<https://people.nhs.uk/executivesuite/>)

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# Edward Jenner Programme

- **Want to get ready for your first leadership or management role? The Edward Jenner programme will build your foundation-level leadership skills.**
- 25 hours over 20 weeks for both levels. Online with interactive discussions
- Cost = Free
- **[Find out more about the Edward Jenner programme](#)**

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# Mary Seacole Programme

- **If you're in your first leadership role, the Mary Seacole programme will develop your knowledge and skills in leadership and management.**
- 100 hours of online learning plus three behavioural workshops.
- Cost = £995
- **[Find out more about the Mary Seacole programme](#)**

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# Rosalind Franklin

- **For mid-level leaders aspiring to lead large and complex programmes, departments, services or systems.**
- 120 hours of online learning, four days of workshops and small group work.
- Cost = £1200
- **[Find out more about the Rosalind Franklin programme](#)**

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# Elizabeth Garrett Anderson Programme

- For middle to senior leaders, this programme will help you challenge the status quo, drive lasting change and prepare for senior roles.
- 24-month programme, leads to MSc in Healthcare Leadership
- Cost = £6000
- [Find out more about the Elizabeth Garrett Anderson programme](#)

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# Nye Bevan Programme

- **If you're a senior leader who wants to move into a board role, the Nye Bevan programme will help you develop the skills attitudes and behaviours you need to succeed.**
- 12-month programme. Online learning, residential workshop and self-managed learning sets.
- Cost = £4500
- **[Find out more about the Nye Bevan programme](#)**

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# Stepping Up Programme

- **For Black, Asian and minority ethnic (BAME) colleagues, Stepping Up will help you develop your leadership and management.**
- 5-month programme. Face to face, online and workplace-based learning.
- Cost = free if completed (£1500 if withdraw from programme before completion)
- **[Find out more about the Stepping Up programme](#)**

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# RCN Leadership

<https://www.rcn.org.uk/professional-development/professional-services/leadership-programmes>

## Developing Leadership Programme

- The Developing Leadership Programme is designed to help you be an effective role model and bring about positive changes whilst promoting a team approach that is inclusive, vibrant and supported by continuous learning
- Aimed at Nursing staff Band 5 and above
- 2 days
- Cost = £315 plus VAT for programmes delivered from one of the RCN regional offices (price per delegate) OR £4,725 plus VAT for programmes delivered in your organisation (for a cohort of 15)

<https://www.rcn.org.uk/professional-development/professional-services/leadership-programmes/developing-leadership-programme>

## System Leadership Programme

- This two day programme explores how you lead yourself and others to achieve collaborative influence and impact in the changing system of health and social care
- This programme is suitable for all health care professionals working at Level 8 or equivalent
- Cost = £899 plus VAT per delegate

<https://www.rcn.org.uk/professional-development/professional-services/leadership-programmes/system-leadership-programme>

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# Florence Nightingale Foundation

- <https://florence-nightingale-foundation.org.uk/>
- Offers a range of free and paid leadership study days and programmes
- For free days see <https://www.eventbrite.co.uk/o/florence-nightingale-foundation-30068210372>

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# NW Leadership Academy

- The NHS North West Leadership Academy (NHS NWLA) empowers people in the North West to secure better health, care and wellbeing outcomes through leadership.
- They offer a wide range of leadership course and study days

<https://www.nwacademy.nhs.uk/whats-on>

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