



*The greater the number, the louder the voice.*

## NNA ANNUAL REPORT



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# FOREWORD

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## DENISE EVANS/NNA CHAIRPERSON TO JANUARY 2018

The Association continues to return to its former profile within Neonatal services. The NNA continues to recruit new members especially younger nurses with their vision and enthusiasm. Membership fluctuates due to members retiring however there continues to be interest in the association especially from our ANNP colleagues and we have therefore seen an overall increase in membership. There was further engagement in national working parties. The Association has now regained its place as the Neonatal nurse workforce voice within a continually moving political agenda.

We hope that you will find this a comprehensive and informative report about the workings of the Neonatal Nurses Association in the last year as we have attempted to manage the challenges. The future of the NNA becomes even more sustainable as we continue to build closer links with other organisations and corporate membership.

This is your organisation, Neonatal nurses working for a future and standards of care we can all be proud of. This was my final year as Chair of the Association and will be replaced by Claire O'Mara whom I am confident will be an excellent leader and role model.

## CLAIRE O'MARA /NNA CHAIRPERSON

Firstly I would like to say how privilege I am to be offered this opportunity to be Chair of the NNA, I would like to say a special thank you to Denise Evans who over the last few years has made considerable progress in raising the profile of the organisation. The NNA have contributed to a number of National papers and has representation on a number of NHS groups, for the large part this has been down to Denise's effort to raise the profile of neonatal nursing.

Let me introduce myself as the incoming Chair as of January 2018. For 18 years I worked at Cambridge University Hospital on the NICU, the unit provided both surgical and neurosurgical services and I gained a vast amount of experience within the field of neonatology. In later years I took on the Network role of Lead Nurse for Neonatal Neuroprotection and more recently Lead Nurse for the East of England Neonatal ODN.

I feel very privileged to be offered this opportunity to fill this role and to take over from Denise Evans who over the last few years has chaired the NNA very successfully and has raised its profile considerably. It will be my priority to continue the work already undertaken by Denise and the current executive board, I shall be representing the NNA at all CRG meetings and I am a member of both the workforce and models of care work streams. Working closely with Bliss and UK Committee for Children and Young Peoples Nursing will of course continue. I will also be looking at ways in which we can raise our profile further by means of social media and increase our membership further still 'the greater the number the louder the voice'

My personal interests sit with neonatal workforce having led a national audit of neonatal nurse staffing in 2017. This work was part of a project undertaken by the National Lead Nurse Forum of which I am also Chair. Unfortunately the audit revealed significant problems in recruitment and in securing funding for and accessing specialist training in neonatal nursing – this is despite previous warning published by the CRG in 2013 and Bliss in 2015. The NNA will continue to strive towards improving this situation and ensuring there is continued focus on recruitment/retention and education of neonatal nurses.

In recent months the executive board has welcomed a new member, Andrea Mayes an ANNP from St. Michael's Bristol who is to be our ANNP representative and Julia Petty has been elected as vice Chair.

# INTRODUCTION

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The Neonatal Nurses Association was established nearly 40 years ago in 1977 by Beryl Chadney, a senior nurse at the Department of Health. She selected a small group of neonatal nurses from across the country, to address the inadequacies within neonatal nursing, perceived to be a contributor to a higher than average perinatal mortality rate in the UK, in comparison to other European countries.

One factor identified as a probable cause was the poor communication between specialized units to promote and share emerging developments in a specialty industry that was very much in its infancy. A national conference organized for the following year was overwhelmingly subscribed and neonatal nurses demanded more interaction amongst themselves and specialist education.

The purpose of the Neonatal Nurses Association has remained unchanged since then; a national organisation representing neonatal nurses, steered by neonatal nurses to promote neonatal nursing for the benefit of sick and preterm newborns and their families throughout the country.



# THE EXECUTIVE COMMITTEE

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According to the constitution the Executive Committee members are nominated onto the Board and serve for three years, with potential to renew for a further three years.

<i>Chairperson</i>	<i>Claire O'Mara</i> <i>(Denise Evans retired Jan 2018)</i>
<i>Vice Chairperson</i>	<i>Julia Petty</i>
<i>Treasurer</i>	<i>Cath Holder</i>
<i>Secretary</i>	<i>vacant</i>
<i>Education SIG</i>	<i>Julia Petty</i>
<i>Community SIG</i>	<i>Sara Harris</i>
<i>Executive Member &amp; Northern Ireland Rep</i>	<i>Sharon Nurse/Colm Darby</i>
<i>Executive Member</i>	<i>Liz Crathern</i>
<i>Executive Member</i>	<i>Róisín McKeon-Carter</i>
<i>Executive Member</i>	<i>Patrick Turton</i>
<i>Executive Member –ANNP rep</i>	<i>Andrea Mayes</i>
<i>Communications</i>	<i>Stacey Harwood</i>
<i>Design &amp; Marketing</i>	<i>Kirsty de Wet</i>

This year has seen some changes to the Executive Committee. Denise Evans (chair) and Pam Boyd (Welsh Rep) stood down in Jan 18 and Nov 17 respectively with Claire O'Mara and Julia Petty appointed to Chair and Vice-chair in Jan 18. Jennifer Butler resigned in June 17 with Stacey Harwood taking on the communications role

Andres Mayes joined the executive as ANNP representative in November 17.  
Colm Darby is sharing the Northern Ireland Representative role with Sharon Nurse.

## NNA ACTIVITIES

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As a strategy to raise the profile of the NNA the Executive Committee tried to ensure that the Association was represented at relevant conferences and events. During 2017-18 the Association has been seen at conferences and continues to participate in national projects.

N.I. Annual Conference attended by Liz Crathern and Denise Evans May 17

Reason attended by Cath Holder July 17

Child Bereavement UK Annual Palliative Care attended by Andrea Mayes Feb 18

Bliss study day attended by Cath Holder March 18

NW study day attended by Cath Holder March 18

# NNA ACTIVITIES CONTD.

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## WEBSITE

The NNA website continues to be developed and updated: [www.nna.org.uk](http://www.nna.org.uk)

It is managed by Kirsty de Wet, and has been positively received as it is being kept much more up-to-date and there is still free access.

## FACEBOOK

The NNA Facebook page continues at: [@neonatalnursesassociation](https://www.facebook.com/neonatalnursesassociation)

Posts are intermittently posted and although the site is slow to grow in popularity positive action has been taken against this as all of the Executive Committee now have administrator access to the page and are able to post updates.

## TWITTER

The NNA has a Twitter account at [#UKNNA](https://twitter.com/UKNNA)

Similarly to the Facebook page, the account is growing in popularity and updates are posted intermittently.

# GROUP REPRESENTATION OF THE NNA

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## Council of International Nurses

The Neonatal Nurses Association (NNA) maintains its membership of the wider neonatal community through its membership of COINN. For every member the NNA subscribe \$1 to COINN in order to participate in the international network. with other members of the COINN executive committee. COINN now has membership in fifty-seven countries

Julia Petty is the UK NNA representative for COINN and has attended 6 meetings via teleconference. She has liaised between the COINN Board and Elsevier publishers in the development of an affiliation between COINN and the JNN. COINN have now agreed the proposal and the affiliation is final. She has taken on the coordination of the COINN pages for each edition of the JNN (since February 2017) and now collects, reviews and submits contributions from all members according to the JNN schedule, in conjunction with the new editing team and Co-Editors.

Julia is leading a sub-group for Research and Evidence based care for the COINN Competency project for neonatal nursing globally.

Julia attended, on behalf of COINN, the Joint European Neonatal Society (JENS) congress in November 2017 in Venice, Italy. Here she spoke about the education developments in the UK which are relevant across global boundaries.

# NNA CONFERENCE 2017

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As this was The 40th Anniversary of the NNA a dinner dance was held the night before to celebrate and was attended by 65 delegates and sponsors who had a great time wining, dining and dancing.

The Hilton at East Midlands Airport proved to be a huge success and once again a successful conference entitled 'Tales of the Unexpected' with interesting talks from our cardiac and surgical colleagues along with Atain, the Butterfly project, HIE, Exchange Transfusion and Transport dilemmas was held.

## **These are a few of the evaluation remarks:**

Thanks to all for an amazing conference - excellent well done

My first neonatal conference and it was fantastic - So many inspirational speakers

Feel proud and privileged to be a neonatal nurse

So enjoyed the networking - more from Sheffield next year

People really liked the surprises in the goody bag and raffle prizes

A lot and varied stands with plenty of opportunity to visit them

The Hilton at East Midlands Airport proved to be an ideal venue and suitable for our needs so it has been booked for the conference in 2018.

The Nurse of the Year Award was won by Colm Darby (Northern Ireland)





# EXECUTIVE REPORTS

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## **Denise Evans | Outgoing Chair**

This year the work and engagement committees continue to develop methods to access and improve services for Neonates and Neonatal nurses. The ATAIN (Avoiding term admissions into Neonates) work I was involved with last year is now imbedded into the quality agenda and will be a requirement within the CNST scheme for 2018.

As a member of the Neonatal CRG I continued to engage as the nurse representative on the workforce group, there are concerns with both medical and nursing numbers available to recruit into neonatal posts and the changing education landscape needs close observation. This year the CRG developed the quality indicators for the National Neonatal Peer Review. I have worked closely with the Quality Surveillance team giving nursing perspective and advice around the reviews. The Neonatal Review advisory board have also met this year. My other role relating to CRG membership is the nurse representative on the Pricing group working with NHS-Digital to develop a more efficient, effective and equitable price structure for the service. This role will continue as I remain on this group representing the NNA.

The Irish Annual Conference took place in Co Antrim, this was well attended and it was a pleasure to encourage non- members to join our Association.

## **Patrick Turton | Transport**

The UK Neonatal Transport Teams continue to deliver in the region of 16000 transfers each year. The number of teams in the UK has changed as some services have been looking at ways of working more closely with their Paediatric Critical Care Transport colleagues, or with their neighbouring neonatal transport services. There are various reasons behind these reconfigurations, mainly around building improved resilience and service provision through larger teams. Further detailed information about the activity of the Neonatal Transport Group can be found on their website: [www.ukntg.net](http://www.ukntg.net).

## **Retrieval | Glasgow 2017**

The Retrieval Conference is an annual event hosted in Glasgow by the Emergency Medical Retrieval Service (EMRS). It is a conference covering many elements of pre-hospital care and transport, as well as inter-hospital transport, and although focussing on adult care, has been working hard to incorporate a neonatal and paediatric stream. The key factor is looking at how teams work effectively and safely in high risk, high stress environments. This year there was a session reflecting on the evacuation of a neonatal intensive care unit which suffered a loss of piped medical gasses.

Other sessions specifically related to neonatal care explored the opportunities for transport teams to support palliative care and end of life decision making, and the safety systems available to keep babies secure in the event of an ambulance crash.

# EXECUTIVE REPORTS CONTD.

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## **NTG Conference | Oxford, August 2017**

This year the annual UK Neonatal Transport Conference was merged with the 3RD Edition of Transport of High Risk Infants Conference held in Oxford. This interesting three day event focussed on neonatal and paediatric transport and included international speakers talking on a range of subjects. These ranged from human factors in combat aviation and Grand Prix pit stops, through pre-hospital trauma care, to investigating in-utero transfers and dispatching neonatal transport teams before delivery.

## **Neonatal Transport Service Leads Forum | Bristol, March 2018**

Chiesi supported a two day forum for the Neonatal Transport Team Service Leads in Bristol. This was an excellent opportunity to have extensive discussions about various elements of neonatal transport. Sharing ideas and approaches to common challenges facing transport teams was a key theme throughout the forum. The agenda included incident reporting and shared learning, equipment choice and design, training and education for transport team staff, the role of advanced nurse practitioners in transport teams, and ideas for research projects using data collected by the neonatal transport community.

## **Andrea Mayes | ANNP**

I joined the NNA executive board in November 2017 at the AGM held at the end of a successful conference. I represented the NNA at the Child Bereavement UK conference On Neonatal Palliative and End of Life care in London in February 2018. I had some wonderful discussions with neonatal nurses and midwives whilst offering resources and information about the Association. This was an interesting and thought provoking conference, with leading figures involved at high level decision and policy making. Highlights were Marc Harder presenting the National Bereavement Care Pathway, and the progress that this is making around the country, and an excellent panel discussion on ethical issues, with some fascinating viewpoints on recent media cases.

NNA representation at national events like this demonstrates the importance of neonatal nurses voices being heard, to benefit the baby and family.

## **Julia Petty | Vice-Chair**

### **SANDS National Bereavement Care Pathway project**

Julia Petty coordinates the representation of the NNA on the SANDS project, 'National Bereavement Care Pathway' funded by the DoH, in conjunction with BLISS and many other relevant charities and organisations. The individuals who are attending Core group meetings are Jo Cookson and Jacqueline Johnstone. Linda McDonald will also have involvement after September 2018. The Pathway is currently being implemented and evaluated nationally.

*(Go to [www.sands.org.uk/professionals/projects-improve-bereavement-care/national-bereavement-care-pathway](http://www.sands.org.uk/professionals/projects-improve-bereavement-care/national-bereavement-care-pathway) for details of all organisations involved in this project including the NNA.*

# EXECUTIVE REPORTS CONTD.

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## Peer review on behalf of the NNA

Julia was one of the Stakeholder reviewers on behalf of the NNA for the new guidelines 'Occupational therapy in neonatal services and early intervention' (2017)

(Go to [www.rcot.co.uk/practice-resources/rcot-publications/downloads/neonatal-services](http://www.rcot.co.uk/practice-resources/rcot-publications/downloads/neonatal-services)) from the Royal College of Occupational Therapists.

## Róisín McKeon-Carter

During the past year I have continued to progress the work around Neonatal Transitional Care (NTC) having represented the NNA at the British Association of Perinatal Medicine (BAPM) working Group on NTC. The NTC framework was published in November 2017 following consultation with BAPM membership. [www.bapm.org/resources/framework-neonatal-transitional-care](http://www.bapm.org/resources/framework-neonatal-transitional-care). The framework supports NHS England's ATAIN (Avoiding Term Admissions into NNUs) project which has identified babies >37 weeks gestation are being separated from their mother's soon after birth.

[www.improvement.nhs.uk/resources/reducing-admission-full-term-babies-neonatal-units/NHS](http://www.improvement.nhs.uk/resources/reducing-admission-full-term-babies-neonatal-units/NHS). Improvement's (NHSI) paper on reducing term admissions also advocates prevention of separation of mother and baby following birth and the development of NTC in all hospitals will support this ambition to keep mother and baby together.

September 2017, I represented the NNA at the BLISS FI Care conference supporting the day by presenting 'Governance & Accountability' and linking the four pillars of FI Care to the 7 pillars of clinical governance including our NMC professional code.

In November 2017, I was invited as the keynote speaker at New Zealand Nurses Organisation, Neonatal Nurses College Aotearoa annual conference held in Wellington, North Island, NZ. I presented on NTC and ATAIN as NZ is also experiencing the same problems as the UK with term babies being separated from their mothers at birth by being admitted to NNUs. I was delighted to represent NNA UK in NZ and share NTC innovations with the neonatal nurses there. I also presented on advanced practice nursing including ANNPs who are integral in the safe and sustainable care for babies and families who receive neonatal care.

[www.nzno.org.nz/groups/colleges\\_sections/colleges/neonatal\\_nurses\\_college/2017\\_nnca\\_conference\\_presentations\\_and\\_photo](http://www.nzno.org.nz/groups/colleges_sections/colleges/neonatal_nurses_college/2017_nnca_conference_presentations_and_photo)

In February 2018, I was invited to sit on a discussion panel at the Child Bereavement UK's 8th annual neonatal palliative and end of life care conference. The panel discussed Ethical issues in neonatal care and included Dr Dominic Wilkinson, Neonatal Consultant and Ethicist and Alex Mancini, Pan-London Lead Nurse for Neonatal Palliative Care. NNA representation at events and support of other stakeholders in neonatal care demonstrates how wide the scope is for neonatal care and the importance of neonatal nurses in families' of preterm and sick new-born babies' journeys.

# NORTHERN IRELAND REPORT

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## Sharon Nurse | Northern Ireland Representative

Report on Neonatal Nurses Association Conference (Northern Ireland Group)

Sharon Nurse (Senior Lecturer, QUB) chaired the day and welcomed everyone to the conference.

Nikki Lyttle (Paediatric Dietician) updated us on current nutrition guidelines for preterm babies, with specific reference made to breast milk and its special qualities. Emma McCall (Research Fellow, NICORE) gave a great presentation on the Neonatal Network N. Ireland: Parents' experiences of neonatal care 2016/17. This was an illuminating report on how parents view our neonatal services in N.I. and gave us much food for thought. Pat Lawlor (ENNP, NISTAR) discussed 'Comprehensive patient handover – an essential foundation for high quality continuation of care' in terms of safe transportation and handover of sick and premature babies across the province. Dr. Danielle Leeman (ADEPT Clinical Leadership Fellow) gave an interesting presentation on Appreciating Clinical Excellence and its importance to all of us as practitioners while Dr. Shah (Consultant Paediatrician) further challenged us on Quality Improvement in the NNU by presenting actual scenarios in the NNU. Dr. Breidge Boyle (Lecturer, QUB) delivered a fascinating presentation on 'Estimating Global Burden of Disease due to Congenital Anomaly: an analysis of European data'. No conference is ever complete without the parent's story and so 'Layla's Journey' was presented by her proud mum, Laura McGurk giving us all much to think about in terms of continued parent support. Alison McNulty (Chief Executive) gave us a very upbeat report on the work and progress of our local charity, Tinylife in supporting babies and their families both during their stay in the NNU and after they go home.

Our conference was a little different this year in that we had interactive workshops in the afternoon to get delegates moving around and participating in the learning activities. Some of the staff from Horizon House (Children's Hospice) got everyone involved in 'Making Memories' which was rated highly and gave us lots of new ideas for implementing this vital service into our NNUs (See picture 1). We had two of our ANNP's providing a great workshop on high fidelity simulation for resuscitation scenarios which was highly evaluated (See picture 2). Dräger provided a very useful workshop on their latest incubator and gave us all a comprehensive demonstration on its functions and versatility in the NNU.

# WELSH REPORT

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## Pam Boyd | Vice Chairperson & Welsh Representative

I attended the Cavell nursing awards in June 2017, along with another NNA executive member it was an enlightening evening covering varied aspects of nursing care. I am also still representing the NNA by attending MBRRACE events pertinent to neonates. I also attended a transport study day in Bristol and manned the NNA stand.



# MBRRACE

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I was fortunate to represent the NNA at the MBRRACE topic expert group in Birmingham in July, and hope to continue representing the NNA with MBRRACE. This also offers a good opportunity to network with other groups involved in neonatal care, as well as the NNA contributing to the topic group.

## SPECIAL INTEREST GROUPS

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**Julia Petty | Education and Research Chair**

**Breidge Boyle | C/O Chair**

**Linking Education And Research in Neonates' (LEARN)**

The above 'LEARN' / Education & Research special interest group has met twice this year, in the period between 1st April 2017 and end of March 2018. The meetings took place on May 22nd 2017 and 30th November 2017, in Liverpool and London respectively. Attendance has been overall good generally with 20 attendees at the May meeting across > 10 different parts of the UK and 12 at the London meeting. Minutes of both meetings have been disseminated and will be available on the NNA LEARN web-page.

The next meetings have been arranged to be held via teleconference on 10th May 2018 and 6th September in Walsall- rooms booked for both dates. There is also a plan for Breidge Boyle, Vice Chair of LEARN to host a meeting after September- to be arranged.

A twitter account has also been started (NNA\_Learn@LearnNna). The LEARN web-page has also now been developed and learning resources, interactive Padlets (notice boards) and a Twitter feed is being added to this site along with an online form to register interest in joining the group. This has generated a few new LEARN members so far since the web-page went live. For the LEARN web-page see, [www.nna.org.uk/learn.html](http://www.nna.org.uk/learn.html)

Group activities include oral presentations at the above meetings by members in both education projects and research studies and continued sharing of ideas across the UK light of changes to education and CPD provision / research activity.

**Sara Harris | Community SIG**

Some very exciting work is being carried out throughout the country this year in response to the WC5 Neonatal Community Outreach QIPP April 2017 running until 2019.

Several teams from various areas across the country have contacted and met with myself, and visited existing community teams to come together to discuss how existing services can be improved, or to co-ordinate/ establish a service to provide equity for all babies and families in neonatal care.

It is inevitable that this QIPP will support early discharge, patient flow through the units and

## **SPECIAL INTEREST GROUPS CONTD.**

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networks and appropriate cot utilisation, reduce the stresses on families, and support the ethos of a family centred approach and ease the transition into the home setting.

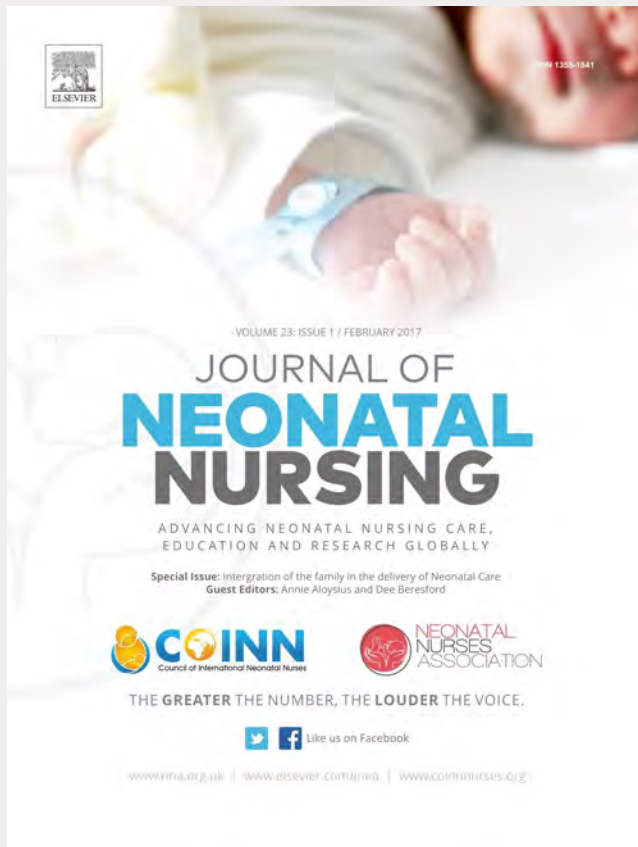
The importance of auditing and data collection has been vital in supporting teams, providing the evidence of care provision, subsequent savings, and cot utilisation.

We look forward to seeing the results from this CQUIN and the further development of community services to support babies and families care in the community setting in the future, and that wherever you live you will have this provision of service available to you.

# JOURNAL OF NEONATAL NURSES

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A new front cover for the Journal was introduced in February 2018 to reflect our affiliation with COINN



Julia was involved in, along with Denise Evans, the advertisement and recruitment of two new co-editors in chief for the Journal of Neonatal Nursing (JNN), Elsevier. The position attracted many reputable and suitable candidates which were shortlisted to 5. These were then interviewed via Skype by Julia, Denise and Sarah Davies from Elsevier with the new appointments starting January 2018.

Julia continues to be a peer reviewer / Editorial board member and liaises with JNN following COINN affiliation.

New joint editors appointed in January 2018 are Dr. Breidge Boyle from Northern Ireland and Dr. Leslie Altimier from the USA.

# FINANCE REPORT

Following our re-launch in September 2015 we have had a steady rise in membership and together with a successful conference in November 2015 we have maintained a stable financial situation. Dee's redundancy payments reflect an unchanged balance which should be rectified in the next financial year. All efforts to keep costs down are being taken by the executive but representation for all our members mean more outgoings for travel for the executive. Likewise, we have invested in a new website and have retained that expertise for the future. Lapsed members continue to come back albeit slowly and the executive committee continues to strive to recruit new members at conferences etc. with increasing numbers of our older members retiring.

The Direct debit payment scheme continues to be popular and all new members are encouraged to pay by this method, forms are sent out to existing members with their renewals and some members opt for bank transfer payments.

INCOME	16-17	17-18	OUTGOINGS	16-17	17-18
BANK INTEREST + REFUND	70.82	39.77	FASTPAY EXPENSES	867.30	844.50
MEMBERSHIP FEES	20,422.50	20,190	ACCOUNTANCY	1,485	1,485
CONFERENCE	9,250	11,455	CONFERENCE + INTERNATIONAL CONFERENCE NI CONFERENCE	8,959.54	12,006.23 (includes conf deposit Nov 18)
JNN ROYALTIES	8,000	37,888.94			
			EXECUTIVE EXPENSES	2,378.28	6,510.49 (includes Reason July 18)
Ni CONFERENCE	3,195	4,535	Ni CONFERENCE	2,344.63	2,602.39
EDUCATION GRANT	0	2,000	BANK CHARGES + REFUNDS		225
EASY FUNDRAISING + OTHERS	81.75	404.95	OFFICE & ADMIN	4,961.92	4,286.39
			WEBSITE & DATABASE	3,420.89	3,627.39
			JNN EXPENSES	15,032.50	20,043
			OTHER + SCHOLARSHIP	1,648.91	00
<b>TOTAL</b>	<b>41,020.07</b>	<b>41,020.07</b>	<b>TOTAL</b>	<b>41,098.97</b>	<b>51,630.39</b>



# ACHIEVEMENTS & OBJECTIVES

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## KEY ACHIEVEMENTS FOR 2017-2018

- Continued communication with national organisations NDAU / NNAP / BAPM
- COINN achievements and affiliation with Journal.
- Appointments of co-editors of JNN
- Representing neonatal nursing on Neonatal CRG / Term Baby Project / Transitional Care Project / HRG Pricing Group / UKCCYPN
- Coordinated responses to national work e.g. MBRRACE
- Visual attendance at study days to promote NNA
- Keeping up to date membership email lists and Lead Nurse contact database
- Advertising and appointing ANNP representation on Executive committee

## KEY OBJECTIVES FOR 2018-2019

- Continue to increase our membership
- Continue to undertake work to improve the association's profile
- Maintain the NNA presence in meetings and groups determining the future of neonatal services
- Host another successful national conference and Nurse of the Year Award
- Successfully introduce Paypal along with on-line forms for conference and membership.
- Appoint 2 new Executive members in readiness for terminations in November.
- Update Constitution
- Maintain present links with other stakeholders connected to Neonatal care.

## CONCLUDING REMARKS

I shall very much look forward to sharing the successes of the NNA in the forth coming year ( of which I am sure there will be many! ) and it will be a pleasure to meet many of you at our Annual General meeting in November 2018.