

## Service Specification: West Midlands Neonatal Operational Delivery Network (WMNODN) Allied Health Professionals

Staffing Details	<p><b>Lead Neonatal Dietitian (0.75 wte, Band 8a)</b>  <b>Lead Neonatal Occupational Therapist (0.6wte Band 8a)</b>  <b>Lead Neonatal Physiotherapists (1.0 wte, Band 8a)</b>  <b>Lead Speech and Language Therapists (0.9wte, Band 8a)</b></p>
Introduction	<p>WMNODN neonatal AHP team works collaboratively through the network workplan to meet the recommendations of national reviews on neonatal care. Additionally, the AHP team aims to raise the profile and understanding of the added value of neonatal AHPs. Through the development of resources sensitive to the needs of our population, the team aim to reduce variability and improve quality of care and outcomes for infants and their families on units across WMNODN.</p>
Service description	<p>The AHP service is here to deliver on the following:</p> <ul style="list-style-type: none"> <li>• <b>Leadership and Strategy:</b> <ul style="list-style-type: none"> <li>• Develop comprehensive workforce strategies across the WMNODN for AHP services ensuring a resilience and sustainability.</li> <li>• Perform gap analysis and using knowledge of existing local AHP services develop service planning at ICS, LMNS and Trust level, working across organisational boundaries.</li> <li>• Integral members of the WMNODN team delivering the Network workplan</li> </ul> </li> <li>• <b>Education and Training:</b> <ul style="list-style-type: none"> <li>• In collaboration with WMNODN Education Leads identify training needs, deliver discipline specific and multi-professional standardised training programmes and develop supporting resources for all staff and families.</li> <li>• Education is focussed to support foundation training, neonatal nursing courses, cotside teaching, ward rounds and up-skilling new and existing AHP, medical, nursing &amp; all NNU staff.</li> <li>• Provide professional leadership, training and peer support to new and existing unit AHPs</li> <li>• WMNODN AHPs collaborate nationally to influence wider workforce education.</li> </ul> </li> <li>• <b>Clinical:</b> <ul style="list-style-type: none"> <li>• Provide expert and highly specialised clinical knowledge, acting as clinical and non-clinical resource, to support the management and care of infants requiring neonatal care.</li> <li>• Lead the development, delivery and implementation of standardised collaborative guidelines that support best practice in neonatal care, embedding new initiatives and translating research into practice.</li> </ul> </li> <li>• <b>Quality, Audit and Research:</b> <ul style="list-style-type: none"> <li>• Undertaking and supporting others to undertake audit and research</li> <li>• To work as an integral part of network profession specific and multi-professional Quality Improvement initiatives.</li> </ul> </li> </ul>

Access	<p><b>Any member of NNU staff can contact Network AHPs directly with training requests and clinical/non-clinical queries.</b> (Please note clinical referrals should be made to the relevant local neonatal AHP team in the first instance, if available.)</p> <p><b>Network AHPs can review complex babies for whom specialist advice and support is required</b></p> <p>Contact must be made via:</p> <ul style="list-style-type: none"> <li>Secure email (please ensure email correspondence is encrypted in line with trust policy).</li> <li>Telephone</li> <li>Face to face discussion</li> </ul> <p><b>Contact Details:</b></p> <table border="1"> <thead> <tr> <th>name</th> <th>role</th> <th>email</th> <th>phone</th> </tr> </thead> <tbody> <tr> <td>Sara Clarke</td> <td>Lead Neonatal Dietitian</td> <td><a href="mailto:Sara.Clarke1@nhs.net">Sara.Clarke1@nhs.net</a></td> <td>07775 540167</td> </tr> <tr> <td>Ben Harris</td> <td>Lead Neonatal Occupational Therapist</td> <td><a href="mailto:Ben.Harris5@nhs.net">Ben.Harris5@nhs.net</a></td> <td></td> </tr> <tr> <td>Emma Foulerton</td> <td>Lead Neonatal Physiotherapist</td> <td><a href="mailto:emmafoulerton@nhs.net">emmafoulerton@nhs.net</a></td> <td>0121 333 9999</td> </tr> <tr> <td>Charlotte Xanthidis</td> <td>Lead Neonatal Physiotherapist</td> <td><a href="mailto:Charlotte.xanthidis@nhs.net">Charlotte.xanthidis@nhs.net</a></td> <td></td> </tr> <tr> <td>Katy Parnell</td> <td>Lead Speech and Language Therapist</td> <td><a href="mailto:Katyparnell@nhs.net">Katyparnell@nhs.net</a></td> <td>07785 305769</td> </tr> <tr> <td>Julie Ann Watford</td> <td>Lead Speech and Language Therapist</td> <td><a href="mailto:Julie-ann.watford1@nhs.net">Julie-ann.watford1@nhs.net</a></td> <td></td> </tr> </tbody> </table> <p><b>Out of hours and weekend service:</b> Not available</p>	name	role	email	phone	Sara Clarke	Lead Neonatal Dietitian	<a href="mailto:Sara.Clarke1@nhs.net">Sara.Clarke1@nhs.net</a>	07775 540167	Ben Harris	Lead Neonatal Occupational Therapist	<a href="mailto:Ben.Harris5@nhs.net">Ben.Harris5@nhs.net</a>		Emma Foulerton	Lead Neonatal Physiotherapist	<a href="mailto:emmafoulerton@nhs.net">emmafoulerton@nhs.net</a>	0121 333 9999	Charlotte Xanthidis	Lead Neonatal Physiotherapist	<a href="mailto:Charlotte.xanthidis@nhs.net">Charlotte.xanthidis@nhs.net</a>		Katy Parnell	Lead Speech and Language Therapist	<a href="mailto:Katyparnell@nhs.net">Katyparnell@nhs.net</a>	07785 305769	Julie Ann Watford	Lead Speech and Language Therapist	<a href="mailto:Julie-ann.watford1@nhs.net">Julie-ann.watford1@nhs.net</a>	
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Main outcome measures recorded	<ul style="list-style-type: none"> <li>Workplan deliverables reviewed quarterly</li> </ul>																												
Other reported outcomes	<ul style="list-style-type: none"> <li>Education and Training: evaluation forms and feedback surveys, training needs analysis, improved knowledge base across WMNODN units via audit</li> <li>Guidelines: adherence to guidelines via audit</li> <li>AHP staffing gap analysis</li> <li>Regular AHP online service evaluation</li> <li>Face to face feedback, adverse incidents and near miss events, record of compliments and complaints</li> </ul>																												
Clinical Governance	<ul style="list-style-type: none"> <li>All AHPs have personal development plans and annual review</li> <li>All AHPs undertake relevant continuing professional development</li> <li>All AHPs to undertake relevant BWCH mandatory training</li> <li>All AHPs will highlight any risks to appropriate WMNODN / Trust management</li> </ul>																												

	<ul style="list-style-type: none"> <li>• Compliments, concerns or complaints re AHP services directed to Lynsey Clarke, Senior manager WMNODN <a href="mailto:lynseyclarke@nhs.net">lynseyclarke@nhs.net</a></li> </ul>
Standards	<p>Standards are based on the following documents:</p> <p><a href="#">Neonatal Critical Care Review (2019)</a></p> <p><a href="#">BAPM Service Standards for Hospitals providing Neonatal Care (4<sup>th</sup> edition updated 2022)</a></p> <p><a href="#">Neonatology GIRFT Programme National Specialty Report</a></p> <p><a href="#">Neonatology – Workforce GIRFT Programme National Specialty Report</a></p> <p><a href="#">Dietetic Neonatal Staffing Recommendations 2018</a></p> <p><a href="#">Dietetic Neonatal Competencies 2018</a></p> <p><a href="#">Occupational Therapy in neonatal services and early intervention – practice guideline.</a></p> <p><a href="#">Occupational Therapy Staffing on Neonatal Units</a></p> <p><a href="#">Physiotherapy Staffing Recommendations 2018</a></p> <p><a href="#">Physiotherapy Good Practice Guidance 2020</a> (log in or payment required)</p> <p><a href="#">Speech and Language Therapy Staffing Recommendations for neonatal Units</a></p> <p><a href="#">Speech and Language Therapy Competencies</a> (log in required)</p> <p>Job Description (available on request)</p> <p>Network Workplan (available on request)</p> <p>For any further information on the documents above please contact the AHP team.</p>

Author:	Sara Clarke Lead Neonatal Dietitian, Ben Harris, Lead Neonatal Occupational Therapist, Emma Foulerton, Lead Neonatal Physiotherapist, Charlotte Xanthidis, Lead Neonatal Physiotherapist, Katy Parnell, Lead Neonatal Speech and Language Therapist, Julie-Ann Watford, Lead Neonatal Speech and Language Therapist
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