



NEONATAL  
NURSES  
ASSOCIATION

“THE GREATER THE NUMBER, THE LOUDER THE VOICE”

# NEONATAL NURSES ASSOCIATION ANNUAL **REVIEW 2020/21**



# CHAIR REPORT

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CLAIRE O'MARA | OUTGOING CHAIR

What an extraordinary year 2020 has been, none of us could have predicted a global pandemic and the devastating impact it has had and continues to have on us both professionally and personally. All of us working with the NHS and healthcare have had to adapt to new and 'strange' ways of working effecting us all, the babies we care for and their families.

Back in April 2020 as Chair of the NNA I was approached by ITV News to speak about restricted visiting that was being imposed on families with babies in neonatal care. Little did I know or could imagine we would still for many be in the same situation today as we were a year ago. The impact of this will be felt by families and neonatal colleagues for many years to come. Throughout the pandemic the NNA has worked tirelessly to ensure families, where possible, have access to their babies. We have worked closely with Bliss, the Clinical Reference Group (CRG) and the Neonatal Implementation Board (NIB).

As Chair and Lead Nurse of the East of England ODN I was invited to speak on SKY news highlighting the value of VCreate and the role it played in 'keeping families together' during these uncertain times. Thankfully most, if not all, neonatal units now have access to VCreate which enables the wider family to access videos of new and precious family members. As an organisation the NNA had to review how we could continue to support each other as an executive group and our wider members throughout these turbulent times. Our executive meetings were held virtually, as you would expect. This did have some benefits as it made attendance easier and we had more frequent meetings that enabled us to keep abreast of the national picture and the frequent changes in practice taking place. We had to rethink quickly how we would deliver our annual conference which could no longer be face to face due to the restrictions.

*We launched our first NNA virtual conference in March 2021 with great success and fabulous attendance by our members and non-members.*

The NNA continued to be present on national meetings, our support for neonatal nurses and families never faltered. We encouraged our members to share their 'Covid stories', these were shared via our website and at the annual conference. Thank you to all our members who shared your stories and experiences, they were truly fascinating, and I am sure a comfort to many.

I have had the greatest privilege of Chairing the NNA for the past 3 years and I feel very honoured to have held this position and to have worked with such a lovely inspiring executive group. However, it felt the time was right for me to hand over the reins to a new Chair. In January 2021 I offered my resignation. I will of course continue to be a proud member of the NNA and I will continue to represent the NNA on the Neonatal Implementation Board. I would like to wish the NNA the best of luck going forward to carry on representing neonatal nurses nationally – you all do such a wonderful job.

# LOOKING FORWARD

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## A MESSAGE FROM ROÍSÍN

WATCH HERE NOW

As the new chair of the NNA my ambition is to raise the profile of the neonatal nurse in the UK and in turn the neonate in our care.

The NNA will achieve this by working collaboratively with stakeholders in neonatal care including governments and charities. Our trustees will work with NHSE/I, HEE, RCN and GIRFT to develop a clear nursing framework, including clinical and quality roles, which will inform managers of neonatal units for their workforce planning.

We will also collaborate with the Lead Nurses of the Neonatal Operational Delivery Networks (ODN) in England; Health Trusts and Neonatal Network in Northern Ireland; Health Boards and the Neonatal Network in Wales; the Scottish Neonatal Nursing Group (SNNNG) and the British Association of Perinatal Medicine (BAPM).

*As the chair of the NNA I value our members and I am ambitious for them to achieve their personal vision.*

Consequently, the NNA are offering scholarship programs including education/research and a travel scholarship. The successful members will be supported by the NNA trustees during their scholarship year culminating in the winners presenting at our annual conference and publishing their achievements in our Journal of Neonatal Nursing (JNN). We are also partnering with the Kate Farrer Foundation (KFF) who is kindly funding a travel scholarship for 2020/21. This is an excellent opportunity for our members to achieve their personal transport ambitions. The NNA will continue to award the Neonatal Nurse of the Year (NOTY) to those nurses who demonstrate excellence in quality improvement for their services.

I am enthusiastic to support education for our members and we will continue to hold our annual conference virtually. We will also establish regular educational webinars supported by experts in their fields. The NNA LEARN (Linking Education and Research in Neonatal Care) group will continue to develop and support those members who are educators and researchers. The NNA will also continue our collaboration with the Council of International Neonatal Nurses (COINN).

Join the NNA today and feel supported, listened to, and valued.

# OBJECTIVES

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We are the Neonatal Nurses Association. The national organisation representing neonatal nurses and promoting neonatal nursing for the benefit of nurses, neonates, and their families.

This year the NNA focused on:

## SUPPORTING OUR MEMBERS

This has been a challenging year for many. The NNA launched our covid-19 stories series bringing comfort through shared experiences and storytelling.

The NNA Nurse of the Year award was also a highlight, giving a needed lift to members.

## PROVIDING LEARNING OPPORTUNITIES

The NNA delivered our first virtual annual conference this year that went ahead in March 2021 with nearing 400 delegates.

## PROMOTING NEONATAL RESEARCH

We published 6 editions of our Journal of Neonatal Nursing, which was disseminated to our 460 members and to a wider worldwide readership.

Our special interest group LEARN (Linking Education & Research in Neonatal Care) connected virtually to share, network and plan.

## REPRESENTING NEONATAL NURSES AND NURSING REGIONALLY AND NATIONALLY

The NNA executive board members represented neonatal nurses at meetings and on projects across England, Northern Ireland and Wales, elevating the voice of neonatal nurses and impacting regional and national outcomes.

# THE TEAM

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**RÓISÍN  
MCKEON-CARTER**  
NNA CHAIR



**JULIA PETTY**  
VICE CHAIR &  
EDUCATION SIG



**CATH HOLDER**  
NNA TREASURER



**CHERYL TITHERLY**  
NNA MANAGER



**PATRICK TURTON**  
NNA EXECUTIVE



**KELLY HARVEY**  
NNA EXECUTIVE



**KAREN MAINWAIRING**  
NNA EXECUTIVE



**KATIE GALLAGHER**  
EDUCATION/RESEARCH SIG



**COLM DARBY**  
NI CHAIR



**KIRSTY DE WET**  
DESIGN/WEB/  
SOCIAL MEDIA



**CLARE PAYNE**  
NNA EXECUTIVE



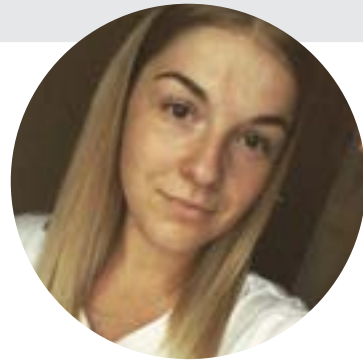
**ANDREA MAYES**  
SECRETARY & ANNP  
REPRESENTATIVE



**BREIDGE BOYLE**  
CO-EDITOR  
OF THE JNN



**LESLEY ALTIMER**  
CO-EDITOR  
OF THE JNN



# BEING AN NNA TRUSTEE

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Being an NNA trustee has made me feel much more appreciated as a band 5 on the local unit.

## **Being involved in the NNA conference**

Not only did I gain knowledge at the conference but being involved in the planning was a really valuable experience. I was able to develop my management skills outside of the clinical role.

It left me motivated to attend conferences in the future and to present at one myself. It was a great networking opportunity, which you don't often get when you work in your own local unit.

The experience has inspired me to push forward in my career.

To be able to have a voice so early on in my career has definitely made me feel more driven and focussed, giving me the ability to push myself further and realise that I can make a difference as a band 5 nurse and I can encourage other band 5's to feel the same way.

## **HANNAH ROBINSON**

Band 5 Neonatal Nurse

NNA Trustee Sept 2019-March 2021

# THE NNA IN NORTHERN IRELAND



This year the NNA in Northern Ireland committee has said a fond farewell to Sharon Nurse as Chair. Thank you, Sharon, for your dedication and your time.

In September 2020 **Colm Darby** became Chair. Colm looks forward to developing the Northern Ireland committee with greater representation of members across all trusts.

This year the NNA in Northern Ireland has increased its membership but said a fond farewell to some who have retired from nursing. The NNA in Northern Ireland committee have represented the NNA at national and international conferences over the last year, highlighting the great work that the NNA does to support its members.

Instead of the Northern Ireland annual conference, this year was a great opportunity for a collaborative national NNA conference. A variety of Northern Ireland presenters and guests demonstrated the amazing local talent and expertise in Northern Ireland.



**FRANCES MCGUIGAN, THE VICE CHAIR OF THE NNA IN NORTHERN IRELAND** committee said that “collaborative working across the NNA allowed for the association to build stronger networks and partnerships that we can see growing over the years as we aim to build the association nationally.”

Over the coming year, The NNA in Northern Ireland committee aims to:

- Increase our reach & membership.
- Showcase the amazing nurses in Northern Ireland at conferences, meetings, and seminars.
- Represent our members across varying platforms, including:
  - network groups
  - stakeholder meetings
  - government strategic planning for neonatal care

As we journey out of the pandemic, education and learning will remain a priority for the committee. Virtual sessions will be planned throughout the year and when the opportunity safely returns for face-to-face sessions, we will once again come back together.

Whilst the world has changed, neonatal care will continue to ensure the best outcomes for babies born too soon, too sick or too small and that will remain our focus.



# THE NNA IN WALES

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Hello, my name is Clare. I am the Senior Nurse for Neonatal Services in Grange University Hospital. I have been a Neonatal Nurse since qualifying in 1996.

I was delighted to be successful in my application to become a Trustee with the Neonatal Nurses Association in 2019 and have been representing Wales since then.

My aim is to give Welsh neonatal nurses a platform within the NNA to network and share best practice. We will raise the profile across the UK of the great work we are doing here in Wales.

Therefore, I hope to encourage a neonatal nurse in each Health Board to become an active member of the NNA in Wales committee. As committee members these nurses will be essential to the NNA, supporting a two-way stream of communication feeding into national and regional strategies, events, and projects.

I am always happy to talk to anyone about any ideas or suggestions that they may have to keep raising the profile of Welsh neonatal nurses.

I hope that you share my passion in wanting Wales to have a louder voice. If you would like to help me achieve this, please contact me on [walesadmin@nna.org.uk](mailto:walesadmin@nna.org.uk)



## A MESSAGE FROM CLARE

WATCH HERE NOW



# COVID-19 PROJECT

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This year, the NNA coordinated and hosted a COVID-19 reflective writing project.

We welcomed contributions from neonatal nurses around the world, who reflected on the impact of the Covid-19 pandemic on neonatal care, babies, families and staff.

This project named '[COVID-19: NEONATAL NURSING IN A GLOBAL PANDEMIC](#)' is hosted on the NNA website and has been published in the Journal of Neonatal Nursing as follows:

Shaw, C., Gallagher, K., Petty, J., Mancini, A., & Boyle, B. (2021). [Neonatal nursing during the COVID-19 global pandemic: A thematic analysis of personal reflections](#). Journal of neonatal nursing: JNN, 27(3), 165–171. Open access

# NNA NURSE OF THE YEAR

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## NURSE OF THE YEAR 2021, ANGELA HUGHES

**I was humbled to have been nominated as NNA neonatal nurse of the year 2021 and honoured** to accept the award on behalf the entire team at the Western Health & Social Care Trust (WHSCT) who have gone above and beyond to make a difference to the lives of the infants and families in their care over the past year.

While the world met the challenge of COVID 19, Neonatal Services in WHSCT endured a perfect storm in relation to staffing. In a geographically isolated area, the retirement of senior staff meant that the staff team were mostly younger and less experienced. As COVID restrictions indicated avoidance of AGP's and shielding of pregnant staff, staffing the unit became increasingly difficult.

Additionally, long term sickness and CEV shielding meant that at the peak of covid transmission in our local council area, (>1000/100 000) NICU staffing was depleted by >50%, the majority of whom were QIS.

I was overwhelmed to be awarded for stepping out of some ANNP duties to manage this. **The NNA prize money will play a vital role in enabling a simulation programme to develop and enhance clinical skills** and facilitate recruitment and retention of neonatal staff in our trust.

# NNA VIRTUAL ANNUAL CONFERENCE

2021 - *Embracing Change*

Faced with the difficulties arising from the on-going COVID-19 pandemic, the Neonatal Nurses Association decided to deliver our annual conference virtually in 2021. We were able to offer our thought-provoking programme using state-of-the-art event software to create a fully interactive, virtual event.

*"A brilliant day that exceeded my expectations. Brilliantly organised. All the speakers were excellent. Loads of content."*

The virtual meeting enabled delegates to view educational content; attend the AGM, partake in live Q&A and live polling sessions with speakers; liaise with other delegates in the networking hub; visit exhibition stands and speak to exhibitors; view poster presentations and ask questions, and much more. With almost 400 delegates, it was a great success.

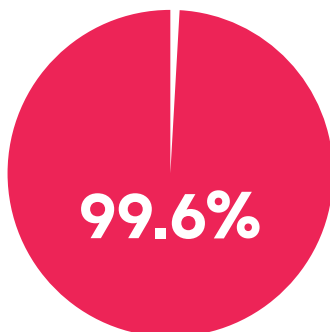


## NICOLA CARVILLE, NNA MEMBER IN NORTHERN IRELAND

"The virtual conference was amazing with so many practice enhancing presentations, information and opportunities to reflect. One of the presentations that stood out for me was the speaker representing the HereNI group with her talk on same sex couples. This was a thought-provoking presentation that resonated with me because we have seen an increase in same sex couples with successful IVF treatment, which at times leads to admissions into the neonatal unit due to prematurity.

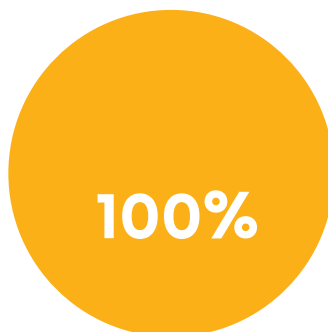
Hearing about the social complexities for same sex females has enhanced my understanding and increased my empathy for the next time I care for this family group."

*"Absolutely fantastic - my first ever conference and I loved it - so much fascinating information and so many ideas to take back to my unit. Thank you so much."*



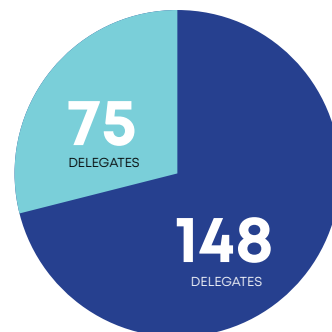
CONFERENCE MET  
LEARNING AIMS  
& OBJECTIVES

DATA FROM 222 DELEGATES



THE SPEAKERS WERE  
KNOWLEDGABLE

DATA FROM 222 DELEGATES



148 | CONFERENCE  
WAS EXCELLENT  
75 | CONFERENCE WAS GOOD

DATA FROM 222 DELEGATES

## NNA VIRTUAL ANNUAL CONFERENCE CONTINUED

*"I enjoyed the virtual event far more than expected, as someone with back issues, being able to move around with my iPad was great."*

Thank you to our sponsors and supporters for helping us deliver such a valuable event.

**ARMSTRONG MEDICAL | DRAEGAR | CHIESI | ARDO | CENTRAL MEDICAL  
SMALL PRINT | STERIFEED | INTERSURGICAL | VYGON | OXYGEN CARE  
BLISS | SPOONS | PEEPS | NPEU | CFS EVENTS**

# JOURNAL OF NEONATAL NURSING

The Journal of Neonatal Nursing is the journal of the Neonatal Nurses Association.

The JNN is the practical, bimonthly, research-based journal for all professionals concerned with the care of neonates and their families, both in hospital and the community. It aims to support the development of the essential practice, management, education and health promotion skills required by neonatal professionals.

The JNN provides a forum for the exchange of ideas and information between the range of professionals working in this field to; promote cooperation between these professionals; facilitate partnership care with families; provide information and informed opinion; promote innovation and change in the care of neonates and their families; and provide an education resource for this important rapidly developing field.

All articles are critically reviewed by professionals working in the appropriate field.

2020 saw a record number of articles submitted to the journal. We received submissions from Europe, Asia, North and Central America, Africa, with some also coming from Oceania and South America. The Journal of neonatal Nursing has a Google Scholar H-Index of 21.

You are invited to submit an article to the Journal of Neonatal Nursing. You can share a reflective piece, an example of best practice, a quality improvement project or share your research. If you would like to publish, but you are unsure, please contact Julia Petty (an NNA trustee) for support and information [julia@nna.org.uk](mailto:julia@nna.org.uk)

The JNN is co-edited by: Assoc. Professor Leslie Altimier, Northeastern University, US and Dr. Breidge Boyle, Queen's University Belfast, UK



## LEARN SIG

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This year we held two remote meetings of the **Linking Education and Research in Neonatal Nursing special interest group**. This group is now chaired by Katie Gallagher, trustee of the NNA. Here is Katie with more information about this exciting opportunity to meet and work with neonatal peers throughout the country.



### A MESSAGE FROM KATIE

WATCH HERE NOW

LEARN is the NNA group that facilitates networking and collaboration between NNA members interested in supporting the development and implementation of the evidence base supporting neonatal nursing care. Membership to the group is open to all NNA members at all points in their career, with meetings occurring virtually 3x throughout the year.

You can contact Katie to join the LEARN group by sending an email to [katie@nna.org.uk](mailto:katie@nna.org.uk).

## COLABS & JOINT WORKING

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The NNA has worked closely with many groups and organisations over the last year to ensure the voice of the neonatal nurse is heard.

### Our collaborations have included:

- Clinical Reference Group, NHS England
- Health Education England
- National Implementation Board

### The NNA has supported the implementation of the Neonatal Critical Care Review by working on:

- Care Coordinator team metrics
- ODN Education & Workforce Lead role description
- National QIS review

### Council of International Neonatal Nurses (COINN):

The NNA was represented at 8 [COINN](#) board meetings between April 2020 and March 2021.

## COLABS & JOINT WORKING CONTINUED

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### European Foundation for the Care of Newborn Infants (EFCNI):

The NNA continues to work closely with EFCNI and endorse all EFCNI Standards having played a role in authoring and reviewing them.



**GLANCE** - The NNA was represented at the 3 GLANCE (Global Alliance for the Newborn Care) Chair Committee meeting. Through this activity international collaboration and shared learning continues.



Commenting on news pieces in the journal 'Nursing Children and Young People': Our Vice-Chair, Julia, represented the NNA for opinion / comment.

## LOOKING AHEAD 21/22

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This year's activities have provided a great platform for our future plans. We continue to face the challenge of a global pandemic, but we have worked successfully with many organisations and groups this year, and we plan to continue and increase our collaborative working to raise the profile of neonatal nurses and neonatal nursing at a regional and national level.

We aim to continue our focus on supporting our membership with an increased virtual education and learning events calendar, awarding our first 3 NNA scholarships, and continuing the NNA Nurse of the Year award.

We will encourage more member articles in our Journal of Neonatal Nursing, and we will support our LEARN group members to connect, share and inspire each other. We look forward to all coming together again, when we are able.

# NNA SCHOLARSHIPS

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This year we launched the NNA Scholarships, for applications in September 2021. The scholarships are open to all NNA members.

The NNA will offer 3 scholarships:



## EDUCATION/RESEARCH - UP TO £5000

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Do you need financial support with your MSc or PhD?  
Is there a QI or research study that you need financial support to get off the ground?



## TRAVEL - UP TO £1000

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Is there a model of care in another unit or country that you would love to investigate?  
Do you need financial support with the travel and accommodation?



## TRANSPORT - UP TO £1000

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In partnership with the [Kate Farrer Foundation](#), we will also offer a transport scholarship called the Dr Kate Farrer Scholarship.

Dr Farrer was a distinguished neonatal consultant at Addenbrooke's Hospital in Cambridge and Transport Lead for the East of England - Acute Neonatal Transfer Service (ANTS). Sadly, Kate died in 2014 following a short illness. Her husband & family have set up a foundation in her name – she will always be remembered.

Are you a transport nurse or ANNP with an idea for improving care to baby/team?  
Would you like to review or visit transport services?

Get creative, seek the support of your manager, and apply in autumn 2021. Keep an eye on our website and social media for updates.

# OUR MEMBERS & SUPPORTERS

A big thank you to all our supporters & members. Without you, we could not exist. Your support, sponsorship and membership have helped us survive this challenging year so that we can continue to support, champion and represent neonatal nurses, neonates, and their families.

**460**  
MEMBERS  
THANK YOU!

## HOW TO HELP

**You can help** neonatal nurses feel supported, valued, and confident. You can positively impact the experience of neonatal care for staff, neonates and their families **in the following ways:**

- Become a member – [Join Here](#)
- Support us while you shop
- Sponsor a webinar, learning event or resource
- Pro bono support: do you have or know someone with the following skills? Could you or they gift us time and expertise? **We need support with:**
  - Marketing
  - Social media
  - IT
  - Diversity, equity & inclusion

If you would like to join the NNA or you would like to support us in another way, please contact us at [admin@nna.org.uk](mailto:admin@nna.org.uk)





# FINANCE REPORT 20-21

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This year has again remained financially stable and together with increased royalties from Elsevier we are in an excellent financial situation. Due to the current travel restrictions our executive committee expenses are exceptionally low this year as all meetings have been held virtually.

We have invested in 3 new laptops and a share facility so that NNA business is kept all together and more of the committee and our newly appointed Manager can have access to relevant information.

Membership remains constant at around 460 Members with many members continuing to retire. With the lack of face-to-face study days this year we have had to rely on other methods to promote the NNA and a virtual conference in March 2021 attracted almost 400 delegates.

All new members are encouraged to pay by either Direct Debit, Paypal or by BACS transfer as we are trying to phase out cheque payments, and we continue to offer quarterly payments by direct debit only.

Thank you to our accountant Mr Bill Thiarya for his on-going support and help.

INCOME	19-20	20-21	OUTGOINGS	19-20	20-21
Bank interest + refund	67.22	40.32	Fastpay expenses	951.90	753.00
Membership fees	22,666.05	21,235.35	Accountancy	1,485	1,485.00
Conference	11,778.50	2,148.37	Conference	12,567.43 Includes NOTY	1,650.00 Includes NOTY
JNN royalties	37,884.99	41,302.85	Executive expenses	7,697	610.68
Ni Conference	3,860.55	0	NI Conference and expenses	4,523.34	145.30
EDUCATION GRANT	2	2,000.00	Bank charges and refunds	274.45	193.57
Easy Fundraising + others	51.00	389.58	Office and admin	6,163.64	5,571.43
NI CONFERENCE	1,55	0	Website and database	4,578.08	3,378.36
			JNN expenses	16,328.49	15,514.02
			Recruitment agency		396.00
			COIIN + Data protection fee	832.39	758.56
<b>TOTALS</b>	<b>79,858.31</b>	<b>67,116.97</b>		<b>55,401.72</b>	<b>30,455.92</b>



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Charity number. 295696