

Annual Review **2023/24**

Getting Stronger, Together.



NNA Chair Report

This has been a particularly active year for the Neonatal Nurses Association, and we are grateful to have had many opportunities to deliver impactful messages to those in a position to facilitate change.

I was particularly pleased to have been invited to speak at the House of Lords Pre-term Birth Enquiry for their forum “How can medical staff be supported to deliver effective care for mothers and preterm babies?”. As part of the process, I submitted written and verbal evidence, alongside NNA executive member Kelly Harvey, calling for better support for neonatal nurses, with a particular emphasis on the importance of retention.

We have also had an exciting and busy year delivering a packed event schedule, officially launching our Wales regional group, planning our first face-to-face conference since the pandemic, and welcoming the National Neonatal Surgical Interest Group into our fold. NNSIG has had a particularly productive year publishing their Gastroschisis Best Practice Standards. We look forward to supporting NNSIG as they continue to pursue progress and innovation in the area of neonatal surgery.

In 2023, we were delighted to launch a new offer of £20 discounted NNA memberships to members resident in developing countries, and we have continued to offer free membership to undergraduate/pre-registration students for the duration of their study. We hope these offers enable us to provide greater representation of neonatal nurses from across the country and around the world to ensure the future of the profession is guided by those working on the ground. As part of this mission, we have also increased our unit visits to ensure we are reaching out to as many nurses as possible, and we have been incredibly inspired by everyone we have met on our visits so far. Please get in touch if you would like to arrange a visit to discuss how we can support you and your team. We have also worked hard to increase our reach to nurses on the ground. Following feedback from units that received one of our ‘Thank you’ day boxes last year, this year we sent another set of boxes packed with small tokens of gratitude and recognition to another group of units across the UK.

Looking towards the end of the year, I’m delighted to bring together hundreds of neonatal nurses once more at this year’s face-to-face NNA conference. The two-day event, including the ANNP conference, promises to be an opportunity for engaging discussion, collaboration, and sharing of research-based innovation. We hope to see many of you there!

A stylized, cursive signature in dark ink that reads 'Róisín'.

RÓISÍN MCKEON-CARTER | CHAIR



The background of the slide features a photograph of two individuals, a man and a woman, embracing warmly. The image is overlaid with a semi-transparent red filter. In the bottom-left corner, there are several overlapping, curved, semi-transparent shapes in shades of purple, blue, and orange, creating a modern, abstract design element.

Section 1

About us

Getting Stronger, Together.



Message from our Chief Executive

This year has been very busy and within the context of challenging times nationally and globally, the NNA has seen a good amount of growth.

Our membership offer has grown significantly with the launch of several new Special Interest Groups, Our Professional Development Grants and adding to our NNA scholarship offer with the first national Neonatal Surgery Scholarship, supported by NNSIG, who we were delighted to welcome into the NNA this year. Crucially, we have also focused more on well-being events, which have been well received, and much needed.

Our staff team has grown with the welcomed addition of Becky, our Communications and Member Engagement Officer, and Becky, our Operations Administrator. Both have already had a great impact. Importantly, our membership has also grown. We couldn't be more pleased to welcome so many new members to our community, after all the greater our number, the louder our voice!

About us

The Neonatal Nurses Association (NNA) is an independent national organisation representing neonatal nurses and steered by neonatal nurses. We promote neonatal nursing for the benefit of premature and sick newborns and their families throughout the country.



Vision

All neonatal nurses are supported to feel confident and valued in their roles to ensure all babies and their families experience optimal neonatal care.



Mission

We work to ensure every neonatal nurse is supported to be the best nurse they can be.



Values

We are open, inclusive, innovative, committed and supportive.

Our Core Aims

1. All neonates and their families receive optimal care

As we work to support all neonatal nurses to be the best nurse they can be, we believe this will result in optimal care provision for all babies and families.

2. Neonatal nurses' wellbeing and professional development is prioritised

The NNA offers education events, scholarships and awards to promote and celebrate professional development. The NNA consistently highlights the challenges experienced by neonatal nurses due to workforce pressures, and the lack of time and funding afforded to nurses for training and further education.

3. Neonatal nurses are represented regionally and nationally

The NNA is a valued contributor representing neonatal nurses at local, national and international forums and meetings, influencing change and informing policy.

Your NNA Team

The NNA team continues to grow as we strive to expand the support and development opportunities we provide our members. This year we were delighted to welcome Eoin Farrell and Tendai Nzirawa on to our Executive Board of Trustees. Eoin has joined as our Legal Lead, and Tendai joined to lead our Equity, Diversity and Inclusion work – both are very welcome.

We said a fond farewell to Patrick Turton as an Executive Board Member. We are incredibly grateful to Patrick for his commitment to the NNA. Patrick continues as Co-Chair of the Neonatal Transport SIG. We would like to thank all our Executive Board Members for continuing to dedicate so much time and care to the ongoing development of the NNA. Our staff team has also grown, as we welcomed both Becky Kennedy and Becky Hine.



RÓISÍN MCKEON-CARTER
NNA CHAIR



JULIA PETTY
VICE CHAIR



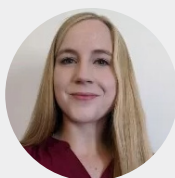
CHERYL TITHERLY
CHIEF EXECUTIVE



SHAHID JAVED
NNA TREASURER



BECKY HINE
OPERATIONS &
ENGAGEMENT
COORDINATOR



BECKY KENNEDY
COMMUNICATIONS
& MEMBER
ENGAGEMENT OFFICER



KIRSTY DE WET
DESIGN LEAD



STEPHEN HENDEN
FINANCE &
MEMBERSHIP
ADMINISTRATOR



PATRICK TURTON
NNA EXECUTIVE



KATIE GALLAGHER
NNA EXECUTIVE



KAREN MAINWAIRING
NNA EXECUTIVE



COLM DARBY
NNA NI CHAIR



KAREN MAINWAIRING
NNA EXECUTIVE



KELLY HARVEY
NNA EXECUTIVE



ELISA LAKHANI-HECTOR
NNA EXECUTIVE



TENDAI NZIRAWA
NNA EXECUTIVE

NNA in Northern Ireland



Northern Ireland Summary Report for the Neonatal Nurses Association Annual Report

The Neonatal Nurses Association (NNA) in Northern Ireland has made significant strides over the past year, marked by an increase in membership and an amplified voice for neonatal nurses across the region. This growth has been instrumental in enhancing the representation and influence of neonatal nurses across all 5 healthcare trusts.

The increase in membership has strengthened the NNA's capacity to advocate for neonatal nurses. As a committee with full representation from all healthcare trusts and the NISTAR we can ensure that the NNA supports neonatal nurses with services that are inclusive and tailored to the specific needs of the members across NI.

The 15th Annual Conference of the Northern Ireland Neonatal Nurses Association was held at the Dunsilly Hotel and attended by over 60 neonatal nurses, healthcare professionals, and stakeholders.

The conference was exceptionally well-received, with delegates praising the quality of the program showcasing the exceptional talent and expertise in Northern Ireland. Speakers delivered sessions that significantly enhanced the knowledge and skills of all attendees, demonstrating the NNA's commitment to professional development

In response to the needs expressed by its members, the Northern Ireland group provided further education sessions on bereavement care. These sessions featured key speaker Alex Mancini and the Southern Trust Bereavement Midwives.

This initiative underscores the NNA's dedication to addressing the concerns and requirements of neonatal nurses, ensuring they receive relevant and impactful training opportunities.

The Northern Ireland group is pleased to welcome Gemma Carter, an Advanced Neonatal Nurse Practitioner at the Royal Jubilee Maternity Hospital, as the new Chair for Northern Ireland. Supported by her dedicated committee, Gemma looks forward to establishing herself within this role and working alongside the committee during the transitional period. Her appointment marks a new chapter for the Northern Ireland NNA group in the ongoing efforts to support every neonatal nurse across the region.



Colm Darby

Advanced Neonatal Nurse Practitioner
(Outgoing Chair for Northern Ireland)

[FIND OUT MORE HERE](#)

NNA in Wales



We are delighted to have re-launched the NNA in Wales with a strong committee of 8 members representing different areas of neonatal nursing across Wales. The launch event was well attended and was followed by a highly evaluated webinar on Transitional Care – the Welsh context.

NNA Chair, Róisín McKeon-Carter, and Chief Executive, Cheryl Titherly, attended meetings at The Grange, Newport, with individuals representing the Welsh Chief Nursing Officer's team, HEIW, the Welsh Perinatal Network, RCM Wales, PERIPrem Cymru and members of the neonatal workforce. Cheryl also enjoyed a unit tour and was fully appreciative of the time given and engagement from teams across Wales.

[FIND OUT MORE HERE](#)

Endorsements



The NNA recognises and highlights educational events and resources through NNA endorsements.

All endorsed events and resources are relevant to the continuing professional development (CPD) of neonatal nurses and AHPs, and improve the neonatal experience for staff, babies and their families.

NNA endorsement is based on a thorough review process. If you are planning an event or creating a resource that you would like us to consider, please get in touch via admin@nna.org.uk or visit our website for more information – www.nna.org.uk/endorsements

Current endorsements:



Feeding Your Baby Breastmilk, Produced by TOFS – Breastfeeding guide produced for TOFS by Kate Yardley, Registered Midwife and parent of a child born with OA/TOF.



Neonatal Transitional Care Programme – A 12-week programme that provides participants with the fundamental knowledge and skills required to care for infants and families in a transitional or special care setting.



Sensory Beginnings – A Neonatal Nurture Course designed to help neonatal professionals understand the role of sensory processing in early human development.



Neonatal Practitioner Training Modules – An initiative by the neonatal nutrition network for Sub-Saharan Africa.



National Neonatal Palliative Care Project – The National Neonatal Palliative Care Project aims to improve complex and palliative care, ensuring babies and their families receive equitable consistent care.



Lactation After Loss: Choices for Bereaved Parents - In this two-week course from The Newcastle upon Tyne Hospitals' NHS Foundation Trust, learn how to help parents understand their lactation options following pregnancy and baby loss.



Yorkshire & Humber Neonatal ODN – The Yorkshire and Humber ODN Neonatal Foundation Programme aims to provide the newly qualified nurse with knowledge and skills that underpin neonatal nursing care.



The Butterfly Project – Online education course focusing on the feelings and experiences of parents who experience loss of one baby or more from a multiple pregnancy.



Psychology Staffing on the Neonatal Unit – Document written by the Lead Neonatal Clinical Psychologists who are funded to help implement the recommendations of the Neonatal Critical Care Review.



Speech and Language Therapy in Neonatal Care – This review paper has been written on behalf of The Royal College of Speech and Language Therapists (RCSLT)

Collaborations & Joint Working

Recent collaborations include:

- NHS Resolution MIS (Maternity Incentive Scheme)- NNA Chair Roisin McKeon-Carter was invited to join NHS Resolution MIS meetings and workshops. These events addressed workforce and transitional care.
- Attended the New Hospitals Programme meeting to inform their work, represented by Chief Executive, Cheryl Titherly
- Represented by NNA Executive Kelly Harvey within the Transform Clinical Reference Group (CRG).
- Collaborated with the Neonatal Implementation Board (NIB) via representative Róisín McKeon-Carter (NNA Chair) to implement recommendations of the Neonatal Critical Care Review.
- Represented by NNA Chair Roisin McKeon-Carter on the UK Neonatal Partnership Board (NPB).
- Collaborated with the National Bereavement Care Pathway (NBCP) to help embed bereavement care standards in units across the UK, represented by 2 NNA members: Jacqueline Johnstone & Jo Cookson
- Worked alongside the NHS on the NHS Resolution service.
- Collaborated with Independent Working Group on 2 unit listening events. Represented by Diane Keeling & Róisín McKeon-Carter- [LINK TO VIDEO FROM Gill](#)
- Joined the Maternity and Neonatal Stakeholder Council, represented by Róisín McKeon-Carter- [LINK TO VIDEO FROM CLEA](#)
- Collaborated with the Lullaby Trust during their Safer Sleep week to promote advice for parents of babies born premature or small.
- Collaborated with NHSE to inform their QIS

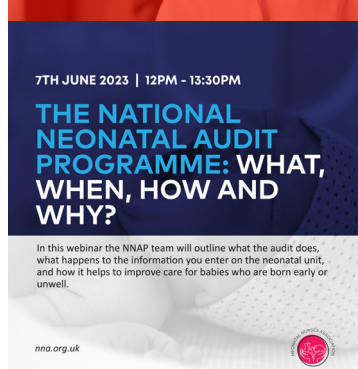
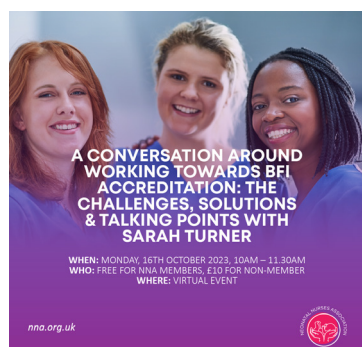
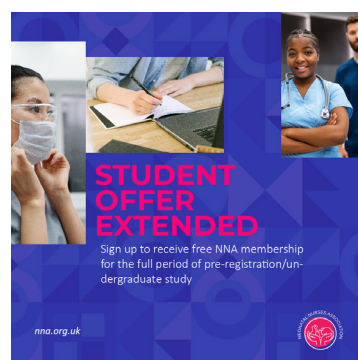
Member Events

Since 31st April 2023, we are thrilled to have hosted more than 50 events, webinars and SIG meetings, almost all of which were free for our members. Topics have been incredibly varied, including simulation, transitional care, transitional from student to newly qualified nurse, PhD support, compassionate leadership, BFI accreditation, skin-to-skin, FICare, home phototherapy, safer sleep advice and wellbeing, among others.

"Brilliant simulation webinar today. Lots to think about for parent simulations, mini sims and debriefing sensitively. Thank you."

"Amazing webinar today- great interaction amongst the attendees and the cohosts! Lots of productive advice and skills shared to enhance neonatal student placements. Thank you to @petty_julia @Samchumba3 for cohosting with me today!"

We are delighted that our schedule for the coming year is already looking varied and exciting, and will feature titles that are topical and relevant to our members. As always, we welcome feedback and we are always happy to receive suggestions for webinar topics.



NNA Scholarships

We launched our scholarships in 2021 and since then we have had the privilege to provide support for 18 different nurses/projects. Find out more about this year's winners below.

"I am really grateful for the support NNA has given me. I am an internationally trained nurse, and I have

achieved NLS instructor qualification with the support from NNA practice development scholarship'. Thank you again for all the support!"

Renjita Raju,
Professional Development Scholarship winner.
NNA Scholarship 2023

Professional Development Scholarship



"I am a neonatal nurse working in Watford General Hospital, UK. There is a national shortage of trained personnel to run the NLS training courses and perform yearly assessments in neonatal units especially in level 2 and level 1 units. I believe completing the GIC and NLS instructor courses with the help of the NNA scholarship and thereby becoming part of the training programme that is run nationwide will help me to empower more Neonatal Nurses to become qualified in NLS instructor course and help our service.

Delivery of the NLS certification and re certification programmes will then get cost effective as there will be enough resource in each trust to run this programme yearly. I am hopeful that this will increase the neonatal nurse representation in the NLS Instructor list in future.

I believe that the scholarship from NNA by helping me achieve my dream of completing the GIC course will not only enrich my arsenal of knowledge and skill but will also entrust me with the responsibility of being a role model to my fellow nurses by being an asset to the service.

I am also qualified in Human Resource management. Once I qualify as an GIC trained NLS instructor I can then utilise my knowledge and learning in both fields to maximise the learning experience of the greatest resource in health care management, the human resource, which is the neonatal team in solidarity."

- Renjita Raju

"I am very grateful to have been awarded an NNA scholarship. I am a senior neonatal nurse working in the SHSCT in Northern Ireland. I am currently one of the bereavement link nurses and have an understanding and passion for supporting parents through bereavement and their palliative care journey and developing our service. Not all experiences of loss is the loss of a child but rather the loss of the full term pregnancy experience and journey.

My colleagues and myself have recognised that there is a need for more support for parents whom have a sick baby or pre-term baby requiring admission to a neonatal unit. Together we are utilising the resources we have and have developed the 'Kind Hands' Project.

The aim of this project is to recognise and provide support to parents in the neonatal unit through alternative therapies such as active listening, mindfulness and journaling with the aim to reduce anxiety and improve perinatal mental health.

Therefore, I aim to use this professional development scholarship to support me in attending several courses within the clinical education centre in Northern Ireland. I will be able to bring the learning back from these sessions and disseminate with other 'Kind Hand' Champions whom in turn will disseminate across all staff so we can all deliver optimal support for parents."

- Julie Liggett

NNA Scholarships continued...

Shared Learning & Best Practice Scholarship sponsored by Drager



"My goal of the scholarship is to travel to Great Western Hospital Trust and spend 2 days with Dr Sarah Bates and Rosalind Freeman (PERIPrem Lead Neonatologist and lead Nurse) discussing the PERIPrem project, seeing PERIPrem in action and attending one of their champion sessions within their hospital.

I will aim to track the periprem passport and its usage from antenatal through to how it is utilised within their neonatal unit. With this knowledge and insight, I aim to bring back the learning and disseminate it to the PERIPrem team within my trust. The knowledge gained will support me in overcoming challenges through learnt experience that Rosalind and her team faced.

One aspect of this is to improve breastmilk availability, to have it delivered to the infants within 6 hours of life. Northern Ireland has one of the lowest breastfeeding practices across Europe so this change in culture is a "mountain" to overcome.

With support of the infant feeding leads, I will be able to implement QI projects and initiatives to support preterm mothers with early expressing and share the importance of breastmilk for all babies but especially the preterm infants."

- Frances McGuigan

Neonatal Surgery Scholarship



"The plan is to design and launch the 'Neonatal Surgical Network' across the hospitals in Thames Valley and Wessex. This surgical programme aims to encourage and solidify influential networking opportunities, hoping to increase communication throughout the network, which is invaluable to improve patient care and the experience for the families.

The sessions will be inclusive and open to all, from students to members of the wider multi-disciplinary team. They will include theory, practical and simulation elements to enhance their surgical knowledge.

There will be dedicated monthly Microsoft Teams sessions to answer questions, quarterly themed online teaching sessions and planned face to face teaching, developed for each individual unit's acuity level.

This is an exciting opportunity to develop and launch the Neonatal Surgical Network and increase the profile of Neonatal surgery, with the support of the NNA and NNSIG."

- Hannah Wells

Nursing Research Scholarship



"This NNA research scholarship will be exploring the documentation of parent information on our level 3 neonatal intensive care unit. The provision of parent information is vital for communication between healthcare professionals and parents. Since starting to use electronic patient records on our unit, it has been noted by members of the team that key parent information is not always readily available.

I will be conducting an audit of what parent information has been documented in baby's notes from the last 6 months of admissions.

This will include: names and contact details of parents, parents marital status, ethnicity, religion, spoken languages, and whether there are any additional communication needs such as hearing loss. Ensuring parents information is correctly documented and easily accessible can ensure effective communication between healthcare professionals and parents. This will help to reduce communication barriers, promote family wellbeing, and reduce parent stress and anxiety."

- Kimberley McDonald

Transport Scholarship



"My Name is Bethan Jones, a midwife with a passion for perinatal safety, ensuring safe, timely and quality care to mothers/ birthing people their babies and families.

I previously worked in Cardiff and Vale University Health Board before commencing the role as Perinatal safety champion within the Maternity and Neonatal Safety Support Programme within the Welsh Ambulance Service for the past 18 months.

My keen interest in perinatal safety is fueled by a genuine desire to improve care outcomes for all individuals involved

in the childbirth journey. I firmly believe that every mother, birthing person, baby, and their family deserves access to high-quality, compassionate care that prioritises their well-being and safety above all else.

Driven by a desire to make a meaningful difference in the lives of families, Claire and I are very excited to win this scholarship which will aid us in our work to further improve services for our families in Wales."

- Bethan Jones

"Shortly after qualifying, Claire soon realised that her passion fell in neonatal care. 27 years later she has been lucky enough to progress her nursing career within Aneurin Bevan University Health Board before joining the Wales Neonatal Network at its inception in 2011, leading in the development and delivery of the CHANTS transport service.

In 2018, she was successful obtaining the Lead Nurse role for the Network, which has since merged as the Wales Maternity and Neonatal Network. These two posts are combined which keep my very busy! Maintaining her clinical input through an honorary contract enables her to work shifts, either by undertaking transport shifts or working

clinical. Neonatology is constantly evolving and these clinical hours are crucial to this post and are key in her ability to advise on current practice, remain in a position of leadership by practicing safely.

An area that she is particularly passionate about is improving the referral system and operational oversight for In-utero and ex utero transfers in Wales. Gaining this scholarship will allow her to scope other services in the UK, to identify 'what good looks like', in order to identify how this provision can be delivered in Wales."

- Claire Richards

Special Interest Groups

We are pleased to offer our members the opportunity to join NNA Special Interest Groups. The aim of the NNA special interest groups is to create a national network for neonatal healthcare professionals with a particular interest and focus to promote best practice and optimal care for neonates and their families. This year we were delighted to welcome the National Neonatal Surgical Interest Group (NNSIG), Chaired by Fiona Metcalfe, into the NNA. NNSIG is an innovative and dynamic group of nurses and AHPs, dedicated to the delivery of high-quality care for infants with congenital conditions requiring specialist neonatal surgical management.

We also launched the Palliative Care SIG, Chaired by Alex Mancini, our Managers & Matrons Group & the NNA ANNP Group. The ANNP Group are very active and are planning regular webinars and an in-person conference in autumn 2024. The NNA Transport and Learn SIGs also remain active.

"#neonatalAHPs check out all of the SIGs on offer if you become an @NNAUK1 member. I joined a few LEARN meetings back in 2018 & was your first #AHP! It was a great opportunity to link up with colleagues who share an interest in neonatal education & research."

Journal of Neonatal Nursing

The Journal of Neonatal Nursing (JNN) is the scientific journal of the Neonatal Nurses Association. Our bi-monthly, research-based journal is targeted at industry professionals and is exclusively concerned with the advancing care of neonates and their families. This year, the journal has continued to grow in popularity and remains at the forefront of neonatal research. We aim to encourage progress in all areas of neonatal care, including essential practice, management, education and health promotion.

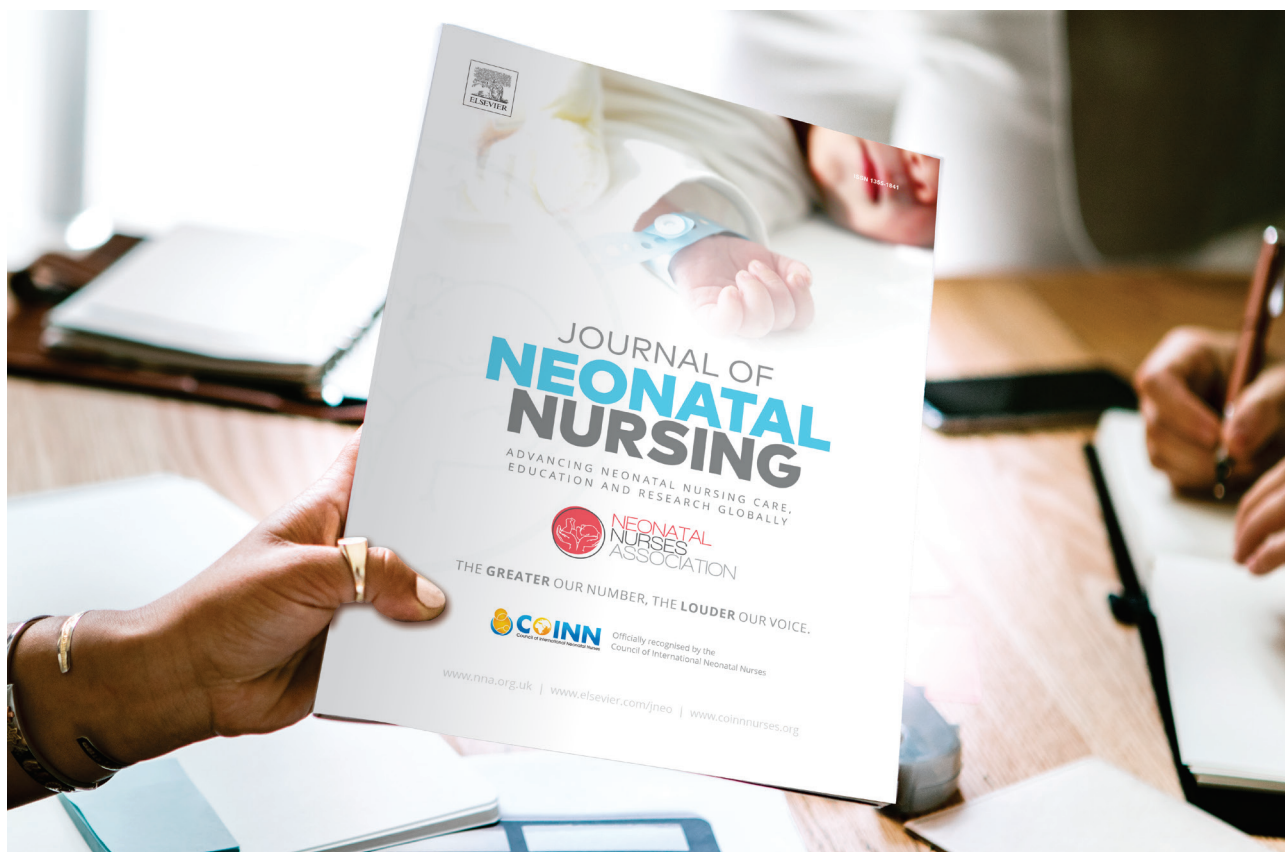
The JNN is not just for nurses; we encourage a wide range of professionals working within neonatal care to use our journal as a forum for presenting and exploring new ideas. We strongly encourage cooperation between professionals; partnerships across roles within neonatal care helps to promote innovation and provide learning opportunities to help improve the care of neonates and their families.

Tweet: “Nice to see a piece about our animation published in the journal of Neonatal Nursing this month.”

To help our members publish in the JNN, we provide online video guides that include all the information you need to turn your project into a discussion paper, research paper, case report or reflection that can be submitted to the JNN. All articles are critically reviewed by professionals working in the appropriate field.

Tweet: “Proud of this recent publication in the Journal of Neonatal Nursing. Making a difference everyday in our nursing assignments in the ACH-NICU.”

If you would like to submit your work for publishing but you have questions about the process, please contact Julia Petty (NNA Trustee) for support at julia@nna.org.uk.



Looking Ahead

As we move into the next 12 months, we plan a period of consolidation, evaluation and review as we begin to draft our new strategy for the next three-year period. We will engage with members and stakeholders to inform this work, as the NNA exists for you. We look forward to engaging with you, our members, during this process so you can help decide the future work and focus of the NNA. We will also look at what we have achieved over the past three years and celebrate developments and successes.

In the year to come, we also aim to offer opportunities to members and non-members to grow professionally and personally through our awards, scholarships,

grants, SIGs (including our brand new FICare SIG), and our programme of learning events.

We will also continue to support members to publish in our Journal, write blogs and to showcase the incredible work being completed by neonatal nurses every single day across the country.

By celebrating neonatal nurses, we will raise the profile of neonatal nursing and give neonatal nurses a much-needed boost, while continuing to support the development of neonatal care for babies and their families in the UK.

Dear Members

We would like to say thank you to all NNA members for your role in our ongoing success. Your support has enabled us to continue representing neonatal nurses and nursing regionally and nationally.

We enjoy collaborating with you via webinars and events, special interest groups, scholarships and social media, and look forward to bringing many of you together at our annual conference in November. We are also particularly excited about the number of national and regional projects we have promoted this year with the support of our passionate members, and look forward to giving back in the form of upcoming scholarships and awards.

We will continue to work hard to strengthen and grow the NNA and we look forward to working with the inspiring neonatal workforce to develop neonatal care over the coming year. Thank you!





Section 2

Finance

Getting Stronger, Together.

Neonatal Nurses Association Financial Report

Statement of Financial Activities
Including Income and Expenditure Account

For the year ended 31 march 2024

	Notes	Unrestricted funds 2024 (£)	Restricted funds 2024 (£)	Total 2024 (£)	Unrestricted funds 2023 (£)
<i>Income and endowments from:</i>					
Donations and legacies	2	52,463	8,234	60,877	44,365
Other trading activities	3	43,134	-	43,143	18,468
Investments	4	1,793	-	1,793	234
Other income	5	955	-	955	200
Total Income		98,525	8,324	106,759	63,267
<i>Expenditure on:</i>					
Raising funds	6	14,853	-	14,853	14,589
Charitable activities	7	116,309	1,845	118,154	67,212
Total expenditure		131,162	1,845	133,007	81,801
Net income/(expenditure) and movement in funds		(32,637)	(6,389)	(26,248)	18,534
<i>Reconciliation of funds:</i>					
Fund balances at 1 April 2023		160,918	-	160,918	179,452
Fund balances at 31 March 2024		128,281	6,389	134,670	160,918

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.



NEONATAL
NURSES
ASSOCIATION

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