

- For smaller NNU services, AHP, psychological professional and pharmacy workforce planning and funding should be supported by ODN AHP, psychological and pharmacy teams, Maternity Clinical Networks and LMNSs.
- Each ODN must have AHP, psychological and pharmacy teams to ensure quality, training and staff development for safe and equitable service delivery across the network. The staffing recommendations for these roles are detailed in the above referenced documents.

Professional Competence, Education and Training:

- Each NNU should ensure that appropriate and specific training programmes for all trained and untrained staff are in place with regular neonatal specific update training where required.
- Each NNU should ensure that a minimum of 70% (special care) and 80% (high dependency and intensive care) of the nursing and midwifery establishment hold NMC registration.
- Each NNU should ensure that a minimum of 70% of registered neonatal nursing establishment hold a post registration qualification in specialised neonatal care (QIS).
- Funded staffing levels must recognise the need for specialist training provision and allow for this in the calculation and benchmarking of nursing establishments using the CRG Neonatal Nurse Staffing Tool.
- Training / supervision should be provided to all staff in order to remain competent in practice.
- Staff should adhere to all relevant national, ODN and local guidelines and policies.
- NNU staff should adhere to local, network and national programmes to actively reduce hospital acquired infections.
- Through their Education and Workforce Lead Nurse, ODNs should support and facilitate cross-site staff education, training and maintenance of professional competence.

Standards for Family Experience, Communication and Facilities

- Each unit must provide a Family Integrated Care approach, which integrates parents / carers and families into the care team to enable them to make informed choices and deliver developmentally supportive cot-side care to their baby.
- NNUs should be supported by ODN Care Co-ordinators to ensure consistency of approach to family integrated care. Working with the multidisciplinary team across the network pathways, care coordinators foster a culture where family integrated care is embedded into everyday practice.
- Parents / carers and families should be supported and facilitated, including through the provision of parent education and specialist psychological support, to be the primary care provider for their child. This is delivered by trained nursing or Allied Health Professional and psychological professional staff, who work alongside medical and nursing clinical practice staff.
- All staff should receive training in the provision of developmentally sensitive care, delivered by a multi-disciplinary team.
- Staff must have the skills and training to provide knowledgeable and skilled advice to parents / carers and families. This should include communication