**EXAMPLE PERIPrem Midwife Champion and Neonatal Nurse / Nurse Practitioner Leads: Role Descriptions (2020)**

The PERIPrem Midwife and Neonatal Nurse / Nurse Practitioner Leads will work in partnership and serve as the PERIPrem perinatal team leads within the trust to successfully:

* Foster a strong perinatal team dynamic (obstetrician, neonatologist, midwife and neonatal nurse / nurse practitioner)
* Lead the collaborative design, delivery and implementation of the PERIPrem Bundle with their trust using Quality Improvement methodology
* Ensure that effective embedding and sustainability processes are in place to ensure the long term adoption of the bundle elements as e ongoing practices.

To do this, the post-holders will fully understand background and requirements and will champion the PERIPrem Bundle across the perinatal team and within their own department and Trust. They will complete the following supported by the perinatal team:

* Attend the three PERIPrem Learning Events as a complete perinatal team (where not possible deputies should be organised to ensure that all four clinical roles are represented at each of the three events)
* Baseline current rates of implementation of each element of the bundle by collecting new data, auditing / reviewing past cases and or working in partnership with the PERIPrem Steering Group members to access national and regional databases
* Commit to the development and maintenance of the trust perinatal team, including escalating risks to momentum / team dynamic to the PERIPrem Steering Group
* To identify the support and resources needed to design, implement and measure each of the PERIPrem Bundle Elements including identifying and overseeing “element squads” (small taskforce groups given the responsibility to work on individual elements with the trust)
* To develop and agree schedule of contact time, QI coaching, meeting dates and reporting between them
* Commit to developing a bespoke QI coaching relationship to support the design and delivery of PERIPrem within the trust
* To promote embedding and sustaining of the PERIPrem Bundle within the Trust.
* Develop a local implementation plan for each bundle element including:
* Project timeline
* Identify or innovate existing or novel tools, methodology and documentation to design and deliver the PERIPrem Bundle elements within the trust
  + Identify staff to be trained, method(s) of training and schedule for each PERIPrem Bundle Element
* Develop a high level communication and engagement plan to include:
  + Identifying the most effective ways to engage staff in training and communication (will vary on staff group)
  + Identifying and engaging key stakeholders (e.g. Birth Centres and Midwife Led Units) where this will contribute to the successful optimisation of the PERIPrem Bundle Elements
  + Outlining how wider staff groups and own Trust will be involved and kept informed
* To train all the necessary staff groups using formal training, electronic training or other methods to:
  + Provide knowledge and understanding of the use and benefit of the bundle elements
  + To facilitate confidence and enthusiasm amongst staff on the unit in the delivery of the PERIPrem Bundle Elements
  + Enable staff to become confident in the use and implementation of the PERIPrem Bundle
* To provide regular short reports to the PERIPrem project manager on key project metrics. These will be fully defined at the start of the project, and tools will be supplied to facilitate this, including a metric dashboard and a monthly Project Snapshot tool capturing progress, risks, issues, and hours spent on the project.
* The Midwife and Neonatal Nurse / Nurse Practitioner Leads will be shown how to interrogate BadgerNet and maternity databases locally to look at data completeness, and to support an understanding of missed cases of the bundle elements and other relevant issues to project success.
* To seek support from the PERIPrem Project Manager, Clinical Operational Lead and PERIPrem Steering Group as required.

**Skills and Experience**

The Midwife and Neonatal Nurse / Nurse Practitioner Leads will demonstrate that they are;

* Self-motivated, enthusiastic with excellent communication skills
* Passionate about improving outcomes for preterm infants, reducing brain injury and preventing neonatal death
* Have a track record of managing change and an ability and/or willingness to develop and extend their quality improvement skillset
* Have strong clinical leadership skills
* Have adaptive teaching skills and a positive approach to staff development.

**PERIPrem Project Management & Quality Improvement Coaching;**

The PERIPrem Clinical Operational Lead and the Project Manager will provide support to the Midwife and Neonatal Nurse / Nurse Practitioner Leads in the following areas:

* Support and oversee the design and implementation of the PERIPrem Bundle within the trust through provision of project management support and QI coaching
* Support to identify barriers and facilitators to successful implementation and to understand the local context
* Support to develop as a strong cohesive perinatal team that exists beyond the end of the PERIPrem Bundle time line
* Attend unit level meetings for the perinatal team and “Squads” onsite, to introduce the project, develop a project support network and to deliver QI coaching to aid the design and development of the PERIPrem Bundle
* To provide project resource material (PERIPrem Bundle Element Toolkits and Quality Improvement Toolkits) and support each unit in the process of adapting and innovation existing tools to fit local culture and context
* To make regular contact with the Midwife and Neonatal Nurse / Nurse Practitioner leads to support them in the local implementation until December 2020. This may be face-to- face, by email or by phone, as required and agreed with the Leads
* Where appropriate link to the Maternity & Neonatal Safety Improvement Programme (MatNeoSIP) and the clinical driver ‘Improve the optimisation and stabilisation of the very preterm infant’
* Align with and utilise the BAPM Quality Collaborative Perinatal Optimisation resources
* To broker contact between Midwife and Neonatal Nurse / Nurse Practitioner Leads and PERIPrem Clinical Leads for guidance and support, bring in additional support where appropriate and offer links to PERIPrem partner organisations
* To provide links to maternity and neonatal user representatives and provide support and guidance in working in co - production with representatives to design and implement the bundle elements
* To escalate any issues to the PERIPrem Steering Group in liaison with the Midwife and Neonatal Nurse / Nurse Practitioner leads