

Application Statements for BAPM Executive Committee 2023

Instructions

BAPM has received the following application statements from members wishing to join the Executive Committee. Please read the statements and return your ballot paper to bapm@rcpch.ac.uk by **11:59pm, 10 August 2023**.

Ballot Papers will be emailed to members. All ordinary BAPM members are entitled to vote in all categories. Votes will be counted by BAPM Office staff and will be treated completely confidentially.

Honorary Secretary (2 applications)

Dr Cheryl Battersby

**Clinical Senior Lecturer and NIHR Clinician Scientist,
Imperial College, London
Consultant Neonatologist,
Chelsea and Westminster Hospital, London**

I have had the privilege of serving on the BAPM executive committee and will be stepping down from Data Lead in September. I have been impressed with and energised by the wide-ranging work undertaken by BAPM and its members to influence positive change to perinatal care across the UK. I would like to use the experiences I have gained at BAPM and in my wider clinical and academic roles to support the delivery of BAPM's strategic aims as honorary secretary.

A key responsibility of honorary secretary is to develop the annual BAPM conference programmes. I will ensure these continue to provide fantastic opportunities to bring the neonatal community together, support one another, learn together and promote improvements in care, research and innovation. Importantly, it is a chance to enjoy time together informally!

Relevant experiences:

Conference organisation

- NIHR Academy "Team Science" conference October 2023 (national)
- Co-director Health Data Research UK conference "Data for Global Health and Society" October 2022 (international)
- Annual Imperial College Neonatal Update conference (international)

Strategic, education and leadership

- Deputy Chair NIHR HTA Prioritisation committee for Hospital based care
- Charity Hope Health Action trustee; perinatal projects in Haiti, Uganda and South Sudan
- Founder of the national neonatal trainee-led network, NeoTRIPs
- RCPCH 2021 Simon Newell Early Independent Researcher Award, recognising commitment to improving research opportunities for trainees

National advisory roles/committees

- NHS England maternity and neonatal outcomes committee
- RCOG Prevention of early-onset neonatal group B streptococcal disease guidelines committee
- National Pregnancy in Diabetes Audit Principal Analysis Group
- BAPM working groups (Palliative care, NEWTT2)

Diane Keeling

**Advanced Neonatal Nurse Practitioner & Supervision and Assessment Lead, NHSe (WTE)
University Hospitals Plymouth NHS Trust**

I have held the position of BAPM Nurse and Midwifery Representative for the last 3 years. The role has facilitated me to develop personally and strategically, connecting with a wide and diverse range of professionals who are passionate about perinatal care. The experience has enabled me to demonstrate my professional knowledge, communication, and facilitation skills to support and represent BAPM at various forums. Additionally, I have shared

and instigated the work of BAPM, for instance the ANNP Capability Framework, at national neonatal conferences and multidisciplinary forums.

Working in partnership I delivered the Spring Conferences in 2022/2023, taking an active role in judging abstracts and awards. As an educator of Advanced Practitioners, I applied my experience and skills of interdisciplinary learning and education to influence the programme, delivering a conference to meet the needs of our members.

I am passionate about facilitating opportunities for those I represent, developing an AP working group to create neonatal illustrations for the HEE/RCPCH Paediatric Curricular Framework. Furthermore, involving the wider neonatal nurse and AP community from across organisations when national opportunities arise.

As a leader within NHSe (WTE) I am aware and involved in key neonatal projects with experience of chairing national programmes and developing frameworks which optimise neonatal care, examples include the Qualified in Speciality Neonatal Nursing Standard.

As BAPM embraces a multi professional approach, I am keen to represent the nursing and advanced practice community as a BAPM officer and continue to share and contribute my expertise to the organisational and strategic work.

Representative for AHPs (4 applications)

Sara Clarke

**Lead Neonatal Network Dietitian
West Midlands Perinatal Network**

I passionately believe optimal outcomes for babies and families can only be achieved when all the MDT commit their expertise in every aspect of neonatology. As AHP representative on the BAPM committee I will actively share this vision with the wider neonatal community ensuring that BAPM policy and strategy development benefits from AHP perspective.

Since joining BAPM I have been an active member of the MBM QI Toolkits and DHM Framework groups. Presenting on behalf of AHPs at BAPM launch events, writing articles and giving talks at BAPM conference. In 2021 I was extremely honoured to receive the AHP Outstanding Contribution to BAPM award. This work inspires me to advocate for AHPs, encourage and support AHPs to be instrumental in the work of the organisation, raising the profile of each AHP skill set to influence and enhance care nationally.

BAPM embraces AHP specialist groups as affiliated organisations and I believe there is scope and mutual benefit to strengthen these ties further. I will use my experience of collaborating with and representing AHPs at local, regional and national level to promote the views and voices of AHPs within the organisation and beyond. I will use existing strong professional and personal connections along with established, robust AHP communication channels to feedback and forward on BAPM policies, strategies and workstreams, targeting specific AHP groups to secure relevant AHP representation.

I would relish the opportunity to extend my role within BAPM to serve on the executive committee to represent neonatal AHPs.

Maria Furtado

**Clinical Specialist Neonatal Physiotherapist & Lead Physiotherapist for London Neonatal ODN
University College London Hospital NHS FT**

I am passionate about developing and supporting neonatal AHP's. Through my ODN role as lead physiotherapist in London, I understand the priorities and challenges across the English neonatal networks. BAPM has become a forum for AHP's to have voice in the direction of neonatal priorities which has empowered many to present new ideas and ways of working. I would value the opportunity to continue to encourage AHP's to become members and help to shape the future of neonatal care. I have been part of BAPM working parties on repatriation and have contributed to the AHP modules for Health Education England. Representation of all AHP's is important and I am able to disseminate information through professional bodies as well as national networks. I work within a wide MDT and believe strongly in supporting babies and families through a holistic approach. I have clinical experience in a variety of settings and understand the complexities and challenges involved within these such as health priorities and inequalities. I have presented at a national level and am keen to be involved in research, especially to promote the role and show the value of AHP's within the neonatal setting. I firmly believe in teams that learn together work better together and BAPM has and can continue to provide multiple opportunities to support this.

Beverley Hicks

**Neonatal Developmental Specialist (Clinical Specialist Neonatal Occupational Therapist)
University College London Hospital NHS FT**

The role of the Allied Health Professional (AHP) on the neonatal unit has grown rapidly over the past 5 years, with the Critical Care Review, Ockenden Review and new neonatal service specifications recognising the vital role of the AHP in working with babies and families to improve neurodevelopmental outcomes. As co-chair of the Neonatal OT Forum (specialist subsection of RCOT) and in my previous role in the London ODN I have developed links to many therapists working across the UK. The importance of ensuring that the neonatal AHP is involved in policies, guidelines and developments on a national level is a passion of mine. There is a need for truly multidisciplinary national guidelines to ensure safe practice across all NNUs.

Training together as a team is of paramount importance and highlighted in the Ockenden Maternity Review. Working as faculty for the Family and Infant Neurodevelopmental Education (FINE) team since 2010 allows me to learn with nurses, doctors and therapists across the UK and internationally. More recently I have also been involved in creation of the Enhanced Level of Neonatal Occupational Therapy training through Health Education England.

I feel that if I was successful in gaining the position of AHP Representative on the BAPM Executive Committee I would be able to bring my clinical and education experience to the group ensuring that all AHP groups are included in BAPM's work.

Michelle Sweeting

**Neonatal Speech and Language Therapist
Broomfield Hospital**

I love being an allied health professional (AHP) in the field of neonatology, as an experienced Speech and Language therapist. During the past two decades, I've had the privilege of working with incredibly experienced AHP, pharmacy and psychology colleagues and have a detailed understanding of how each of their roles work effectively within neonatology and the multi-disciplinary team. As a result, I have had a long-term passion for seeing embedded services from each of these professions to babies and families on every unit in the UK. This has been at the heart of all my roles from working in two London NICUs and three LNUs, and currently at Broomfield Hospital (Mid & South Essex Hospitals NHS Trust) influencing AHP workforce development.

Nationally, I was the AHP, Pharmacy and Psychology advisor for the Getting it right first time (GIRFT) review of neonatology in 2020 to 2022. I have been able to further extend my passion and forged valuable links with all the national groups for each speciality (Dietetics, Physiotherapy, Occupational Therapy, Pharmacy, Psychology and of course, SLT!) to shape the future of the workforce in neonates through the recommendations of the national and supplementary workforce reports.

I am the secretary of the Royal College of Speech and Language Therapists Clinical Excellence Network and have led on national projects including SLT staffing recommendations for neonatal units in the UK.

I would like to continue to advocate for and support AHPs, Pharmacists and Psychologists by working in conjunction with them, representing them wholeheartedly at BAPM as well as seeing this membership cohort further increase over the next three years.

Data Lead (3 applications)

Dr Nazakat Merchant

Consultant Neonatologist
West Hertfordshire NHS Trust

I have 9 years' experience as consultant neonatologist in a busy local neonatal unit.

I have a research MD and substantial knowledge of data management and analysis in healthcare. I have successfully collaborated with multidisciplinary teams to extract valuable insights from large-scale perinatal datasets, contributing to evidence-based decision-making and improving patient outcomes.

I am research lead for BANNFU and co-chair of East of England Neuroprotection group, both roles involve data processing to influence positive change.

As the neonatal digital lead overseeing transition from paper to EPR, I was able to use core and soft skills to influence change across the hierarchy.

In addition to my technical expertise, I possess strong communication and leadership skills. I have experience presenting data-driven findings to diverse audiences, including healthcare professionals, policymakers, and stakeholders. I am adept at translating complex statistical concepts into actionable recommendations, facilitating informed decision-making processes.

As the Data Lead, I envision leveraging my skills to enhance data collection practices, implement robust quality assurance processes, and develop predictive models to identify potential risk factors and improve outcomes for mothers and newborns in line with Mat-Neo Transformation Programme.

I am excited about the opportunity to join the British Association of Perinatal Medicine and contribute to its mission of promoting excellence in perinatal care. I am keen to work with a collaborative that supports equality, diversity, and inclusivity.

I am confident that my skills, passion, and dedication make me an ideal candidate for this role. Thank you for considering my application.

Dr Sam Oddie

Consultant Neonatologist
Bradford Royal Infirmary

Neonatal staff need to use data, and information derived from it, in responding to many of our opportunities and challenges. BAPM have long emphasised the importance of 'once only' data entry, with multiple uses of the same data. Though my work with NNAP, NMPA, MatNeoSIP, my research uses of routine neonatal data and my ongoing interactions with many of the bodies and individuals in the wider NHS and research infrastructure, I have experienced many successes and some failures in the entry, use of, analysis and presentation of neonatal data. I am familiar with many of the issues faced by neonatal staff, and have a track record of trying to improve and, where possible, simplify interactions with data.

Importantly, I have seen data used well to influence and support change. I am proud of the work that NNAP has done both to deliver benchmarking, the clinical change it has driven, but also the forthcoming longitudinal

presentation plots that will better support QI. Lastly, in NNAP we have collaboratively developed and improved outcome measures and improved data quality.

If elected I would work hard to facilitate use of, and access to, data. Decision making should be open and accountable. BAPM should advocate for connected perinatal data flows, supporting research and improvement extending outside the neonatal unit. I have been a BAPM member for many years, and am delighted by its prominence in improving perinatal care. I really enjoy working in teams, and the associated clinical, and non clinical learning.

Prof Shalini Ojha

**Professor of Neonatal Medicine and Honorary Consultant Neonatologist
University of Nottingham, Royal Derby Hospital**

Through the BAPM, I want to ensure that the power of NHS data can be equitably accessed by all colleagues in the UK such that the information can be harnessed to optimise patient care. I believe that BAPM should be the leading voice in how data are used. I would use this role to promote and support data access for all colleagues and be a strong voice on how data governance and control should work in the NHS neonatal services.

I am an academic neonatologist with research expertise in big data analysis to improve the care of preterm and sick infants. I have worked with large datasets including the National Neonatal Research Database (NNRD) and have several high-impact publications, the results of which directly impact patient care in the UK and other similar settings.

I am the lead for the National Neonatal Audit Project reporting for my neonatal unit in Derby and work with the East Midlands Neonatal Operational Delivery Network to utilise datasets to improve clinical care. These roles give me insights into the clinical end of data usage including how data are collected, used, and governed locally. I have a clear understanding of data governance, ethical implications of use of large datasets, and have led on parent and public involvement in how large datasets such as the NNRD should be used in research and clinical governance.

I hope that you will consider these suitable for the role and give me the opportunity to serve on the Committee.

Representative for Midwives (3 applications)

Olivia Houlihan

**Regional Quality and Safety Lead Midwife (London)
NHS England**

Throughout my Trust and NHS England career I have been passionate about the impact collaborative working between the Maternity and Neonatal Services can have on both safety and the improvement of outcomes and experience for staff and service users.

In my current role I have led on the revision and implementation of the in utero transfer policy for London. Ensuring the success of this work required me to develop sustained pathways of communication with multi-disciplinary colleagues at Trust, System and Regional level including the Neonatal ODN, patient transport services and ICS system control teams as well as clinicians. Harnessing robust Quality Improvement methodology, I organised a series of engagement events at each stage of the project to ensure work was guided by the lived reality of frontline staff.

I am committed to the meaningful integration of service users at every stage of the development of strategic vision, organisation and delivery of care and have worked closely with the Parent Advisory Group (PAG) lead for London as well and participating in recent work to develop the role of Maternity Voice Partnerships into Maternity and Neonatal Voice Partnerships.

Throughout my career I have cultivated a specialist interest in the role played by digital and data systems in healthcare. Integrating Neonatal expertise and insight fully with the Maternity workstream has been a priority and has included ensuring the meaningful representation of Neonatal digital leads within meetings, conferences and task and finish groups. A particular success has been ensuring that LMNS dashboards within London now integrate fully with ODN data, thus facilitating effective multidisciplinary reporting, monitoring, investigation and management of data.

Stephanie Michaelides

**Senior Lecturer
Department of Nursing and Midwifery, Middlesex University**

I am an experienced midwife, neonatal nurse and senior midwifery lecturer with Middlesex University with a career spanning over 30 years. The focus of my career has been in both level 3 neonatal units and as senior manager in community midwifery services.

As an expert in all aspects of the care of the newborn, I have pioneered a unique neonatal educational programme (1994) which is now taught in universities across the UK and is included as the systematic assessment of the newborn in the Nursing and Midwifery Council (NMC) educational standards 2019. My expertise in the Examination and Resuscitation of the Newborn is renowned and I have dedicated my career to improving practitioners' understanding of the needs of the newborn. I teach clinically in central London University hospitals working with senior neonatologists to support multi-professional learning for midwives and neonatal nurses.

Along with Janet Rennie, I co-chaired the Jaundice working group with NHS England to reduce admissions of babies to neonatal units (ATAIN programme).

In addition, as the RCM representative, I have taken part in the BAPM Antenatal Optimisation Toolkit chaired by Julie-Clare Becher.

As a lecturer and practitioner, I promote the work of BAPM to support the safe care of the newborn and would welcome the opportunity to be the voice of midwives and work to enhance their role in future guidelines in the care of the newborn.

Sarah Paxman

LMNS Neonatal Quality Improvement Lead Suffolk and North East Essex ICB

Background and experience

- Registered midwife with 20 years of clinical experience
- 2018 – 2021 Clinical Risk Midwife (worked closely with neonatal service during this time)
- 2021-2022 Completed NHS regional clinical fellow scheme (seconded to NHSE London Region patient safety and complaints teams and continued to practice midwifery)
- Currently working as Neonatal QI Lead for Suffolk and North East Essex ICB
- In my spare time, I am a trustee for a local youth charity, so I have a good understanding of the roles and responsibilities involved as a charity trustee.

I have a passion for patient safety and quality improvement, which is only increasing as I progress with my career. My current and previous job role has extended this passion to neonatal services. I have learned a great deal from working with the neonatal teams at the three units within our LMNS, and have been working to support those teams to address the current key priorities for improvement in neonatal services. Some examples of this include addressing the recommendations of the NCCR, implementing PERIPrem to optimise care of preterm babies, designing a tool to support the MDT review process in the ATAIN programme, and improving local transitional care services.

I'm excited at the prospect of this opportunity to make a positive contribution as a midwife representative. I'm willing to travel to meetings, and my manager is supportive of this application because it will support my learning and personal development as well as make a positive contribution.

Representative for Nurses and ANNPs (5 applications)

Natalie Anders

**Advanced Neonatal Nurse Practitioner
Manchester Foundation Trust**

A self-motivated, experienced ANNP working in a seconded role within the North West neonatal network. This offers me a more strategic insight into influences on neonatal care and the opportunity to influence service provision leading an ROP project in collaboration with parent and MDT representatives to develop a sustainable ROP screening and treatment model with clear education and development of nurses alongside the wider MDT.

I have had the opportunity to lead the development of a NW ANNP forum, enabling ANNPs to collaborate regionally. It was great to support the first face to face NW ANNP conference earlier this month with excellent attendance and a clear desire to work together. I will be developing this forum further with a platform to encourage regional learning.

I have experience of working on BAPM groups such as the Safe and Effective Repatriation of Infants, with skills in promoting and facilitating emerging groups to be able to support and influence change at a national level. I am completing the Prince 2 Foundation course in project management to support my own skills in driving projects forward.

My passion for MDT working and neonatal nursing means being successful in the BAPM nursing EC role would allow me to ensure the development of neonatal nursing remains embedded within all BAPM work. Developing the nursing voice and inspiring nurses to develop themselves will be a priority and I am keen to ensure collaboration between the NNA and BAPM remains a focus to grow the neonatal nursing voice nationally.

Julia Cooper

**East of England Neonatal ODN Lead Care Coordinator
Rosie Hospital, Cambridge University Hospitals NHS FT**

Having a neonatal-nursing background of 31 years, with experience of leading teams at the cot-side, shift management, ward management (Lead Nurse) and now regionally supporting teams as Lead Care Coordinator. Since becoming a Care Coordinator, I have provided feedback on the frameworks produced by BAPM and support teams to implement best practice strategies. In particular I have developed a benchmark tool for the FIC framework guiding units with implementation regionally. This Tool has been adopted by two further ODNs. I am passionate about teams providing best practice and ensuring new guidance is understood by all levels of the nursing teams through education.

Dr Kylie Hart

**Senior Nurse, NICU
Children's Hospital for Wales**

I am a highly passionate, enthusiastic neonatal nurse who believes in the provision of high-quality, consistent, and collaborative care for every child and family working with the perinatal team.

As the largest workforce within the perinatal team, the nursing profession is essential to the development and implementation of policy to support the perinatal team in responding to the needs of neonatal patients and their

families. I believe I have a comprehensive understanding of the needs of the workforce and the challenges they face, and I am keen to represent their views.

Having spent most of my career working within neonatology, I have worked as a bedside nurse, advanced neonatal nurse practitioner, researcher, and nurse manager. I am currently the senior nurse for the large NICU in Cardiff which serves a local community and also provides specialist foetal medicine and surgical care for neonates and their families throughout Wales.

I believe that the diverse nursing roles that I have worked within have provided me with the skills and knowledge to enable me to support BAPM's vital work in the strategic development, organisation, and delivery of high-quality effective family-centred care. I am confident in working at both operational and strategic levels and regularly work at both national and local levels. I am a team player who is proactive, honest, and flexible.

I would be privileged to have the opportunity to ensure that the nursing profession continues to play a key role in the provision of the highest level of neonatal care.

Laura Miller

**Head of Neonatal Nursing
Mid and South Essex Hospitals**

I have been a Neonatal nurse for the past 25 years. I am an Advanced neonatal Nurse Practitioner and my current role is Head of Neonatal Nursing for Mid and South Essex Hospitals which has 3 local neonatal units. This role has been instrumental in raising the profile of neonatal nursing and ensuring parity in the perinatal team.

I am incredibly passionate about neonatal nursing at all levels from students through to Advanced Nursing roles. I have predominately worked in Local Neonatal Units, but I also have experience as a Senior Sister and trainee ANNP in tertiary units and have surgical experience. I have a particular interest in leadership and perinatal team culture and the impact this has on the families in our service. I have worked in environments with inspirational, compassionate leaders, and in teams that struggled to function in a cohesive way. I have worked in teams where there has been a change in culture for the better and played significant role in that process primarily due to the unique role the ANNP plays crossing boundaries with medical and midwifery colleagues allowing an insight and awareness of challenges they face outside the confines of the neonatal unit and the ability to build relationships. I also have a keen interest in patient safety and human factors in neonatal care and additional training has allowed me to facilitate this in practice.

I believe my knowledge, experience and personal characteristics makes me a credible candidate to join the BAPM executive committee.

Jacqueline Smith

**Nurse
Jersey General Hospital**

I have had the privilege of working in a variety of different neonatal units in England, Ireland, Australia, and Guernsey from large tertiary units too small special care units.

The establishment of the NNP role at the Townsville Hospital has further optimized the care of the neonatal and their families through the integration of nursing and medical roles at an advanced level. In April 2006, the Queensland nursing council officially endorsed me as an NNP.

Keeping up to date with the national service framework and government policies, as well as reading; reviewing BAPM Executive Committee Election 2023

research papers enables me to transfer this knowledge into meaningful links between education and practice to all staff.

I have many publications in reputable neonatal journals and have written a chapter on Thermoregulation for Elsevier, which I have learnt how to adhere to deadlines, time frames, word counts and comply with each journals policies and practices.

I have years of leadership and management experiences which includes on a one-to-one basis or in leading a whole neonatal team on the clinical floor, which included student right through to senior neonatal nurses.

I am very much aligned with the goals and focus of BAPM strategic direction, and I would like to use the skills and experience I have gained to help BAPM reach its objectives.

I know that I can bring much benefit with my experience, educational qualifications and skills and I look forward to putting these towards helping the committee reach their aligned goals and strategic plans.

END OF STATEMENTS