



STEP TWO

EDUCATION AND TRAINING

Ensure that staff have sufficient knowledge, competence and skills to support breastfeeding.

HIPANGA 2

Me āta whakarite kua whai mōhiotanga, kua matatau, kua whai pūkenga tika ngā kaimahi hei tautoko i te whāngote.

Review date: November 2023

The CDHB commits to adhering to and further incorporating the principles of Te Tiriti o Waitangi, outlined in the breastfeeding policy, at each review.

PURPOSE

To ensure all staff who are regularly and directly involved in the care of pregnant wāhine, māmā and their whānau and breastfed pēpi in hospital, are orientated to all infant feeding policies, guidelines and associated documents and are equipped to implement the Ten Steps to Successful Breastfeeding (Revised 2018) and understand their role in this.

RESPONSIBILITY

The breastfeeding policy and guidelines are applicable to all Canterbury District Health Board (CDHB) employees working within maternity facilities including visiting health professionals and students.

GUIDELINE

All staff, who regularly have contact with pregnant wāhine, postnatal māmā and their whānau should be orientated to the CDHB Breastfeeding Policy and other infant feeding policies during the first month of employment. Orientation will include ensuring that staff can demonstrate the skills required to help māmā and their whānau resolve breastfeeding difficulties, thereby enabling parents to have confidence in their ability to overcome problems without resorting to supplementation.

Pool and agency staff who do not work regularly on maternity wards, units or NICU are directed to an abridged version of the breastfeeding policy prior to commencing a shift.

Fulfilling the requirements of BFHI education as outlined by NZBA (detailed below) is mandatory and should be completed within six months of employment.

All staff breastfeeding education should be recorded on the BFHI staff education spreadsheets.

Education on, and review of, practical skills is strongly recommended.



Facility practice audit will inform evaluation and subsequent update of training.

The criteria for BFHI staff education are differentiated into the following groups:

ANAESTHETISTS

The requirement for anaesthetists who regularly work (those working in obstetric care at least one shift every months) with women during labour and birth is:

- Orientation to the service's breastfeeding policy with focus on Step Four. Emphasis must be given to the importance of immediate skin-to-skin contact between māmā and pēpi and the potential effect of medications, administered during labour and birth, on the newborn and the initiation of breastfeeding.

Education requirements

A minimum of 80% of anaesthetists, for whom this is applicable complete this education on commencement of employment and at each breastfeeding policy review.

LEVEL ONE: AWARENESS

These are classified as staff who are employed by the service in a non-clinical or a limited clinical role, and who are in regular contact with pregnant women, māmā and their pēpi. Examples include health care assistants, cleaning staff, reception staff, general theatre staff, post-anaesthetic care unit staff, etc.

Education requirements

Level One: Awareness staff must complete the equivalent of one hour of education, which encompasses the mandatory subjects, every year since employment. If employed for three years this must equate to three hours in the previous three years.

For non-clinical/limited clinical staff, the education must include:

- Orientation to the service's breastfeeding policy
- The importance of breastfeeding
- The Ten Steps to Successful Breastfeeding
- The protection of breastfeeding which includes 'The Code'

Ongoing education

Ongoing breastfeeding education for Level One: Awareness staff, between audits should equate to a minimum of one hour annually.

(Note: Health Care Assistants, Kaiawhina, or people in similar roles that work directly with māmā to give infant feeding advice, including bottle feeding, may need to complete the Level Three training.)



LEVEL TWO: GENERALIST

These are classified as staff who have contact with the māmā/pēpi and who have a limited clinical role in infant feeding but are able to refer to an on-site Level 3 specialist for breastfeeding assistance. The Generalist does not usually include midwifery, nursing or support staff who have direct contact with the antenatal/postnatal women. Generalist staff may include (but not limited to) obstetricians, paediatricians, registrars, and dietitians.

Generalist staff must have education that includes these mandatory topics:

- Orientation to the Breastfeeding Policy
- The importance of breastfeeding
- Acceptable sound clinical reasons for supplementation and the implications of unnecessary supplementation
- The Ten Steps to Successful Breastfeeding
- The protection of breastfeeding which includes The Code
- The effect of medications administered during labour and birth on the newborn and initiation of breastfeeding (for medical practitioners only)
- The importance of referral to a Specialist Level 3 or 4 staff member when a breastfeeding situation arises beyond their scope of practice.

Education requirements

Level Two: Generalist staff will complete two hours of breastfeeding education, which encompasses the mandatory subjects, every year from employment.

Ongoing education

Once six hours of breastfeeding education has been achieved within three years, the ongoing breastfeeding education for a Level Two Generalist staff member must show a minimum of one hour every three years. Topics include a review of the Breastfeeding Policy and any relevant policies.

LEVEL THREE: SPECIALIST

These are classified as clinical staff who are working in maternity, neonatal units and community services. Examples include midwives, nurses, some speech language therapists who give feeding advice, childbirth educators, and in some cases, support staff who work in a clinical capacity with māmā and their pēpi. All Level 3 midwifery and nursing staff **newly employed** to Women's Health and NICU will meet with the BFHI Coordinator/Educator in their area to cover/discuss the following:

- All infant feeding policy/guidelines and associated documents
- Any prior breastfeeding education – and the requirement to provide evidence of this.
- Ensure an education plan is put in place to meet the requirements of BFHI education within the first six months of employment. This may include enrolment in the STEP2 Education Programme online, and orientation to the Breastfeeding Education Forum, Canterbury on HealthLearn for access to self-directed learning.

Expectations to complete BFHI Orientation in accordance with local area requirements (maternity, NICU).



Level Three: Specialist staff must complete the mandatory requirement of 21 hours of education that includes these mandatory topics:

- Orientation to/review of the Breastfeeding Policy
- The importance of breastfeeding
- Acceptable sound clinical reasons for supplementation and the implications of unnecessary supplementation
- The Ten Steps to Successful Breastfeeding
- The protection of breastfeeding including The Code'
- The Artificial Feeding Policy and the care of the non-breastfeeding mother and her pēpi
- The effect of medications administered during labour and birth on the newborn and the initiation of breastfeeding
- Safe and unsafe sleep practices
- One hour covering breastfeeding for Māori
- Three hours of supervised clinical education including
 - All practical aspects of positioning, aligning and latching of pēpi for breastfeeding
 - The teaching of hand expressing breastmilk
 - Cup feeding technique
 - Safe and hygienic preparation, feeding and storage of breastmilk substitutes.

Education requirements

Level Three staff must receive the required education, either in the service or prior to employment in the service within the first six months of employment. Education documentation completed by the BFHI coordinator in each unit will identify the date and hours of orientation to the service's breastfeeding policy, clinical and practical assessment and attendance at any ongoing breastfeeding education sessions.

A breastfeeding education plan will be put in place unless they have provided evidence confirming that the required education has been received elsewhere.

After initial orientation to the policy it is best practice that all education is completed within the first six months. It is not acceptable to spread the initial 21 hours of education over 5 years.

Ongoing education

Ongoing education equates to a minimum of four hours of breastfeeding education annually. This ongoing annual education includes a minimum of one hour of supervised clinical education

Ongoing education also includes a minimum of 30 minutes covering breastfeeding for Māori during each three-year ongoing education period

LEVEL FOUR: EXPERT

These are classified as staff that have specialist expertise in infant and young child feeding. It is expected that these staff would be an International Board Certified Lactation Consultant (IBCLC) and employed in a designated lactation consultant position within the health team. This person would be employed by the service in a clinical role and may also educate staff at all levels on infant feeding.



He aroha whāereere, he pōtiki piri poho

A mother's love, a breast-clinging child

A Level Four staff member in addition to the IBCLC qualification needs to:

- Receive orientation to the Breastfeeding Policy and Artificial Feeding Policy on employment
- Attend a one-hour session on breastfeeding from Te Ao Māori perspective incorporating Te Tiriti o Waitangi

Education requirements

There will be documented evidence demonstrating that the service has arranged or supported appropriate ongoing annual education for this staff member to ensure 75 Continuing Education Recognition Points (CERPs) can be earned over a five-year period enabling recertification

- Programmes with instruction specific to lactation are awarded
- L-CERPs (minimum of 50 are required)
- Ethics of practice for IBCLCs is awarded E-CERPs (minimum of five are required)
- Related education is awarded R-CERPs can be earned from professional education that is related to the work of an IBCLC but is not specifically about breastfeeding (20 can be R CERPs)

Ongoing education

Continuing Education Recognition Points (CERPs) can be earned not only by attending conferences or seminars but also by preparing, researching and presenting up-to-date education sessions at a level appropriate for IBCLC education.

Date Issued: November 2021

Review Date: November 2023

Authorised by: Clinical Guidelines Group and Maternity Quality Governance Group

Owner: Breastfeeding Coordinator

Step 2: Education and Training
Breastfeeding Guidelines
Christchurch Women's Hospital
Christchurch New Zealand