PROFESSIONAL DEVELOPMENT REQUIREMENTS FOR STAFF

BFHI STEP 2 – TRAIN ALL HEALTHCARE WORKERS IN SKILLS NECESSARY TO IMPLEMENT THIS POLICY.

AIM
To ensure all staff providing care to new mothers have the necessary education and understanding to implement the breastfeeding guidelines.

BACKGROUND
- All staff who have contact with pregnant women, mothers and babies shall receive orientation to, and education on, the breastfeeding policy and guidelines and the skills necessary to implement them.
- Staff shall also receive education on how to provide support for non-breastfeeding women.
- Staff should maintain and update their Professional Portfolio on a regular basis to present at their annual Performance Appraisal. This should include evidence of achievement of compulsory BFHI education.

KEY POINTS

REQUIREMENTS TO BE COMPLETED WITHIN THE 3 YEARS PERIOD PRIOR TO INITIAL BFHI ASSESSMENT.

Group 1: All Staff who assist mothers with breastfeeding are required to have a minimum of 20 hrs including at least 3 hours of supervised clinical experience. (supervised clinical experience can be acquired in a single session or cumulatively through supervised experience during normal working day activities). The content delivery of the 20 hours is flexible: there must be a minimum of 8 hours theoretical education covering the BFHI curriculum. The balance can be further education or supervised clinical experience in breastfeeding skills relevant to their area of work.

For this group of staff, the BFHI e-learning packages can be accessed at http://www.healthnetworks.health.wa.gov.au/projects/midwives.cfm

Recognition of Prior Learning (RPL): Group 1 Staff are eligible for up to 12 hours RPL as part of the 20 hrs requirement. RPL can include theoretical education in breastfeeding and supervised clinical experience in breastfeeding skills.

Group 2: All other staff who may provide breastfeeding advice but do not assist mothers with breastfeeding (e.g. most medical staff, some physiotherapists, speech pathologists and dieticians) are required to have a minimum of 2 hours on the facility’s policy, relevant skills, the International Code of Marketing Breast milk substitutes and Acceptable Medical Reasons for the use of Breast Milk Substitutes.

For this group of staff, the BFHI e-learning packages can be accessed at http://www.healthnetworks.health.wa.gov.au/projects/doctors.cfm

Group 3: Staff who have contact with pregnant women and mothers but do not give assistance and do not provide advice as part of their role are required to have orientation on the facility’s...
policy (can answer relevant questions).

Note: this includes ward clerks, perioperative and recovery room staff and relevant domestic/hotel staff.

For this group of staff, there is a power point presentation available at http://www.healthnetworks.health.wa.gov.au/projects/ancillary.cfm

New Staff: New staff shall be scheduled to commence appropriate education as per relevant group within 6 months, to be completed within 12 months.

For this group, more information is available at http://www.healthnetworks.health.wa.gov.au/projects/new_staff.cfm

Recognition of Prior Learning (RPL):

- Relevant BFHI education from another facility can be credited towards the education required.
- Documented evidence must be provided.

REQUIREMENTS FOR AGENCY STAFF AND OTHERS WHO HAVE NOT YET COMPLETED 20 HOURS COMPULSORY BFHI EDUCATION

The following shall be made aware of the Hospital Breastfeeding Policy and clinical guidelines at commencement of shift/placement by being given a laminated flyer to read:

- New staff; agency /relieving staff and students who are advising or assisting mothers with breastfeeding
- Mother-to-mother support counsellors or peer counsellors who provide education or visit breastfeeding mothers
- Other personnel with visiting rights to breastfeeding mothers

REQUIREMENTS ONCE INITIAL EDUCATION HAS BEEN COMPLETED¹.

- Groups 1: Staff who assist mothers with breastfeeding, who completed appropriate initial education as above, must have a further 8 hours of relevant breastfeeding education over 3 years between assessments, including a reorientation of the Breastfeeding Policy. It is recommended this education is spread over the 3 years.

For reaccreditation, continuing education may include: Attendance at relevant breastfeeding sessions or workshops; reporting on breastfeeding research and articles; conducting breastfeeding education sessions for staff; repeat or update of original education, etc. Participation in education hours must be documented.

- Groups 2 and 3: Staff who have contact with pregnant women and mothers who completed appropriate initial education as above must have a repeat / update of orientation on the Breastfeeding Policy
REFERENCES (STANDARDS)

National Standards – 1 Clinical care is Guided by Current Best Practice
Legislation - Nil

Related Policies – Newborn Feeding
Other related documents – Nil

RESPONSIBILITY
Policy Sponsor | Nursing and Midwifery Director OGCCU
Initial Endorsement | May 2003
Last Reviewed | January 2015
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