THE NEONATAL NURSES ASSOCIATION

England & Wales · Charity number 295696

Details

Other names	NEONATAL NURSES ASSOCIATION, N N A
Status	Registered
Legal form	Other
Registered	1987-04-10
Register	View on the Charity Commission register

Contact

Address	9 Riverside Wharf Dartford DA1 5TN
Phone	075782514601
Email	admin@nna.org.uk
Website	www.nna.org.uk

Activities

Objects: TO PROMOTE GOOD STANDARDS OF NEONATAL NURSING AND COMMITTED TO PROVIDE RESEARCH BASED PRACTICE FOR THE BENEFIT OF THE PUBLIC.

Activities: A NATIONAL ORGANISATION WHOSE MEMBERS CONSIST OF PROFESSIONALS INVOLVED IN NEONATAL CARE.WE AIM TO ACT AS A RESOURCE FOR OUR MEMBERS AND AN ADVOCATE FOR NEONATES AND THEIR FAMILIES BOTH PROFESSIONALLY AND IN THE POLITICAL ARENA.WE PUBLISH A PROFESSIONAL JOURNAL 6 TIMES A YEAR AND ENCOURAGE MEMBERS TO NETWORK WITH THEIR COLLEAGUES THROUGH AN ANNUAL CONFERENCE.

Classification

- **How:** Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** Children/young People, The General Public/mankind

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Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£166,543	£171,790	-	-
2024-03-31	£106,759	£133,007	-	-
2023-03-31	£63,267	£81,801	-	-
2022-03-31	£70,797	£63,395	-	-
2021-03-31	£67,117	£30,456	-	-

Trustees

Name	Role	Appointed
Katie Gallagher	Chair	2025-03-10
Colm Paul Darby		2020-10-01
Elisa Shelly-Ann Lakhan-Hector		2022-03-03
Gemma Carter		2025-03-10
Julia Petty		2016-09-10
Karen Mainwaring		2018-06-13
Kelly Harvey		2021-03-05
Lucie Lewis		2025-03-10
Shahid Javed		2022-03-03
Tendai Nzirawa Oppong		2024-02-01

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THE NEONATAL NURSES ASSOCIATION

England & Wales - Charity number 295696

Accounts

Charity registration number 295696 (England and Wales)

THE NEONATAL NURSES ASSOCIATION

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

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THE NEONATAL NURSES ASSOCIATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Dr J Petty	
	Mrs K Mainwaring	
	Mr C P Darby	
	Mrs K Gallagher	(Appointed 10 March 2025)
	Ms K Harvey	
	Ms E S Lakhan-Hector	
	Mr S Javed	
	Ms R McKeon-Carter	
	Ms T Nzirawa Oppong	
	Ms L Lewis	(Appointed 10 March 2025)
	Ms G Carter	(Appointed 10 March 2025)
Charity number (England and Wales)	295696	
Registered office	9 Riverside Wharf Dartford Kent England DA1 5TN	
Independent examiner	Oliver Read FCCA ACA James Todd & Co Limited Drayton House Drayton Lane Chichester West Sussex England PO20 2EW	

THE NEONATAL NURSES ASSOCIATION

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THE NEONATAL NURSES ASSOCIATION

CHAIRPERSON'S STATEMENT

FOR THE YEAR ENDED 31 MARCH 2025

Message from our Chair, Katie Gallagher

It is with great honour that I present my first Chair's Report, having taken on the role at the beginning of this reporting period. Stepping into this position has been both a privilege and a responsibility, and I am deeply grateful for the opportunity to represent the Neonatal Nurses Association (NNA) during what has been an extraordinary year.

This year has been marked by significant activity across the neonatal landscape. National reports, reviews, and the launch of the 10-year plan have kept us all focused on ensuring that the voice of neonatal nursing is heard at the highest levels of decision-making. I am proud that the NNA has been present at so many meetings and groups across the UK, championing the expertise and dedication of our members.

Our Special Interest Groups have gone from strength to strength. The NNSIG successfully launched their Gastroschisis Best Practice Standard, setting a benchmark for care and collaboration. We also celebrated the launch of our Family Integrated Care SIG, further embedding family-integrated care into our professional framework. Internationally, we supported members to attend the COINN conference in Denmark, ensuring that UK neonatal nursing continues to contribute to and learn from global dialogue.

Closer to home, our sell-out two-day conference in Derby was a highlight, bringing together colleagues from across the country to share knowledge, innovation, and inspiration. We also celebrated excellence through our annual awards, recognising the outstanding contributions of neonatal nurses. Another milestone was the launch of our interactive career framework, a tool designed to support professional growth and progression and promote nurse retention and recruitment.

Finally, I extend enormous thanks to Róisín McKeon-Carter for her transformational leadership over the past three years. Her vision and commitment have laid strong foundations for us to build upon.

Together, we look forward to another year of progress, collaboration, and impact.

Message from our Chief Executive, Cheryl Titherly

This year has been exceptionally busy, and against the backdrop of national and global challenges, the NNA has achieved steady growth. Our strengthened membership offer has prompted greater engagement, ensuring that members feel supported and connected.

We have continued to prioritise both well-being and learning opportunities, delivering events that have been well received and highly valued by our community.

Most importantly, our membership has expanded. We are delighted to welcome so many new colleagues into the NNA – **The Greater our Number, The Louder Our Voice!**

Katie Gallagher

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Mrs Katie Gallagher

Chairperson

Date: 10 / 12 / 2025

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THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The Neonatal Nurses Association is an independent national organisation representing neonatal nurses and steered by neonatal nurses. We are a strong community who work together to enhance standards, influence policy, and promote well-being for nurses, and the babies and families they care for.

Vision

All neonatal nurses are supported to feel confident and valued in their roles to ensure all babies and their families experience optimal neonatal care.

Mission

We work to ensure every neonatal nurse is supported to be the best nurse they can be.

Values

We are open, inclusive, innovative, committed and supportive.

Our Core Aims

1. All neonates and their families receive optimal care

As we work to support all neonatal nurses to be the best nurse they can be, we believe this will result in optimal care provision for all babies and families.

2. Neonatal nurses' wellbeing and professional development is prioritised

The NNA offers education events, scholarships and awards to promote and celebrate professional development. The NNA consistently highlights the challenges experienced by neonatal nurses due to workforce pressures, and the lack of time and funding afforded to nurses for training and further education.

3. Neonatal nurses are represented regionally and nationally

The NNA is a valued contributor representing neonatal nurses at local, national and international forums and meetings, influencing change, informing policy and ensuring that the neonatal nursing voice is heard.

Public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

The Team

The NNA team continues to stregnthen as we strive to grow the support and development opportunities we provide our members. This year we were delighted to welcome Gemma Carter and Lucie Lewis on to our Executive Board of Trustees. Lucie has joined as our NNA Cymru Chair, and Gemma has joined as Chair of the NNA in Northern Ireland – both are very welcome.

We said a fond farewell to Róisín McKeon-Chair as Chair, and Eoin Farrell as an Executive Board Member. We are incredibly grateful to Róisín & Eoin for their commitment to the NNA.

We would like to thank all our Executive Board Members for continuing to dedicate so much time and care to the increasing impact of the NNA.

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Our staff team of 5 (all working part time hours) remains dedicated and comprises of Becky Kennedy, Becky Hine, Stephen Henden, Kirsty de Wet and Cheryl Titherly.

NNA in Northern Ireland, Chair Gemma Carter

Helen Mushipe, NNA NI Committee Member, was supported by the NNA to attend the COINN Conference in Denmark as the NNA in Northern Ireland representative.

Victoria Craig was also supported by the NNA to attend the COINN Conference in Denmark as an NNA Grant recipient. You can read more about Victoria's experience of this conference here.

NNA Cymru, Chair Lucie Lewis

Cheryl Titherly, Chief Executive of the NNA is working in partnership with Health Education and Improvement Wales (HEIW) and Chairing an All-Wales Group of neonatal nurses and educators to create an All-Wales QiS Standard document. Lucy Duncombe and NHS England have kindly given permission for the group to use the NSHE QiS Standard as a base document to promote true cross-border standards. This document will be edited and nuanced to fully reflect neonatal services across Wales.

Our Neonatal Transport SIG Chair, Patrick Turton, has been supporting 2 Wales-based NNA scholars, Claire Richards and Bethan Jones with their scholarship project.

Rhian Smith, NNA Cymru Committee Member was supported by the NNA to attend the COINN Conference in Denmark as the NNA Cymru representative. You can read more about Rhian's experience of this conference here.

Lora Alexandra was also supported by the NNA to attend the COINN Conference in Denmark as an NNA Grant recipient. You can read more this under 'NNA Grants'.

Achievements and performance

Endorsements

The NNA recognises and highlights educational events and resources through NNA endorsements. All endorsed events and resources are relevant to the continuing professional development (CPD) of neonatal nurses and AHPs, and improve the neonatal experience for staff, babies and their families.

NNA endorsement is based on a thorough review process. If you are planning an event or creating a resource that you would like us to consider, please get in touch via admin@nna.org.uk or visit our website for more information – www.nna.org.uk/endorsements

Current endorsements:

Feeding Your Baby Breastmilk, Produced by TOFS – Breastfeeding guide produced for TOFS by Kate Yardley, Registered Midwife and parent of a child born with OA/TOF.

Neonatal Transitional Care Programme – A 12-week programme that provides participants with the fundamental knowledge and skills required to care for infants and families in a transitional or special care setting.

Sensory Beginnings – A Neonatal Nurture Course designed to help neonatal professionals understand the role of sensory processing in early human development.

Neonatal Practitioner Training Modules – An initiative by the neonatal nutrition network for Sub-Saharan Africa.

National Neonatal Palliative Care Project – The National Neonatal Palliative Care Project aims to improve complex and palliative care, ensuring babies and their families receive equitable consistent care.

Lactation After Loss: Choices for Bereaved Parents - In this two-week course from The Newcastle upon Tyne Hospitals' NHS Foundation Trust, learn how to help parents understand their lactation options following pregnancy and baby loss.

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Yorkshire & Humber Neonatal ODN – The Yorkshire and Humber ODN Neonatal Foundation Programme aims to provide the newly qualified nurse with knowledge and skills that underpin neonatal nursing care.

The Butterfly Project – Online education course focusing on the feelings and experiences of parents who experience loss of one baby or more from a multiple pregnancy.

Psychology Staffing on the Neonatal Unit – Document written by the Lead Neonatal Clinical Psychologists who are funded to help implement the recommendations of the Neonatal Critical Care Review.

Speech and Language Therapy in Neonatal Care – This review paper has been written on behalf of The Royal College of Speech and Language Therapists (RCSLT).

A guide on how to implement a communication tool for pain management in your NNU: This is a guide to implementing an evidence-based communication tool about procedural pain estimation and management for neonatal staff and parents in your NNU called Prepare, Support, Protect.

NOAH: An innovative approach to managing suspected early-onset infection in newborns. Neonatal Oral Antibiotics at Home (NOAH) allows eligible newborns with suspected early-onset infection (EOI) to transition from intravenous (IV) antibiotics in the hospital to oral antibiotics at home after 36 hours.

Collaborations & Joint Working

The NNA has continued to collaborate with many innovative and inspiring partners over the past year. These opportunities have enabled us to amplify neonatal voices and ensure that nurses are able to use their expertise and experience to influence change and shape the future of our profession.

Collaboration remains at the heart of our work. We represent neonatal nurses at regional and national meetings and forums, offering insight and perspective on behalf of our members. We actively encourage individuals and organisations to engage with the nursing voice when developing guidance, drafting documents, or making decisions that affect the neonatal workforce, babies, and families.

Through our members, the NNA provides that vital voice - ensuring neonatal nursing expertise is recognised, valued, and embedded in the decisions that matter most.

Examples of the collaborations from the financial year 2024/25 include:

- NHS Resolution MIS (Maternity Incentive Scheme) – represented by NNA Member Dianne Keeling and NNA Executive Member Kelly Harvey
- Represented by NNA Executive Member Kelly Harvey within the Transform Clinical Reference Group (CRG).
- Collaborated with the Neonatal Implementation Board (NIB) via representative Katie Gallagher (NNA Chair) to implement recommendations of the Neonatal Critical Care Review.
- Represented by NNA Chair Katie Gallagher on the UK Neonatal Partnership Board (NPB).
- Collaborated with the National Bereavement Care Pathway (NBCP) to help embed bereavement care standards in units across the UK, represented by 2 NNA members: Jacqueline Johnstone & Jo Cookson
- Worked alongside the NHS on the NHS Resolution service.
- Collaborated with Progress in Partnership (PIP) on 2 unit listening events. Represented by NNA Executive Member Colm Darby & Katie Gallagher, Chair of the NNA
- Working with the Maternity and Neonatal Stakeholder Council, represented by Katie Gallagher, Chair of the NNA
- Collaborated with NHSE to inform their QiS Standards, represented by Executive Member, Kelly Harvey.
- Worked in Partnership with Health Education and Improvement Wales (HEIW) and neonatal nurses and educators across Wales to create the All-Wales QiS Standard document, represented by NNA Chief Executive, Cheryl Titherly

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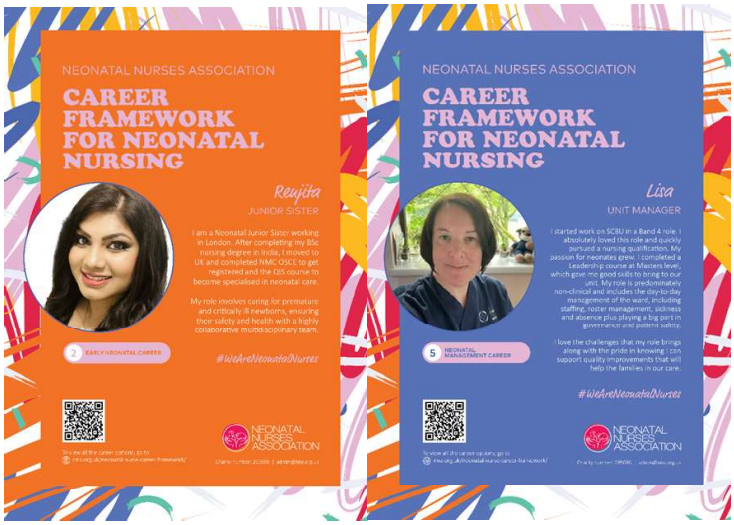
- Worked in partnership with BAPM to develop their integrated framework for palliative care in perinatal medicine, represented by Executive Member Katie Gallagher.
- Supported BAPM's work to create their framework around pain management, represented by NNA member Maria Pureza Laudiano-Dray.
- Collaborated with NNAP (Data Group) via 2 member representatives Catherine Nash & Jacqueline Johnstone and on their Project board, represented by NNA Executive Member, Colm Darby.
- Collaborated with the Race Health Observatory, represented by NNA Executive Member, Tendai Nzirawa
- Collaborating with BAPM to create their framework in Developmental Care, represented by NNA Members Ailie Hodgson and Debbie Hunt
- HBIG in infants < 1.5kg guidance development group, represented by NNA Member Jeanette Moore
- We supported research through the Kangaroo Care Expert Advisory Group, represented by NNA Member Victoria Craig
- We supported the COLLABORATE Study, represented by NNA Member Di McCarter
- We have worked closely with the Council of International Neonatal Nurses (COINN), represented by NNA Executive Member Julia Petty
- We have supported the Avoidable Brain Injury in childbirth steering group, represented by NNA Member Mary Anne Ryan
- We are represented on the Steering Board of the National Neonatal Research Database (NNRD) by NNA Chair, Katie Gallagher

Interactive Career Framework for Neonatal Nursing

Through our collaboration with GIRFT (Getting It Right First Time), and with the leadership of NNA Executive Member Kelly Harvey (Lead Nurse on the GIRFT Neonatal Workforce Report) we are proud to launch our Interactive Career Framework for Neonatal Nursing this year.

The Framework highlights the breadth of roles within the specialty, designed to support recruitment and retention by showcasing the diverse opportunities available to neonatal nurses. It features neonatal nurses sharing their own experiences, alongside resources tailored to the different career pathways within the profession.



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Member Events

"Study days are expensive and getting funding can be complicated. Neonatal nurses who are part of NNA can access lots of cheap or free study days", NNA Member

This year we have hosted more than 40 online and in person events covering a wide range of topics including Caring for Extreme Preterm Infants, Lactation after Loss, Supporting Families after an H.I.E event and The Neonatal Journey from the Sibling perspective. We have also offered many sessions to provide safe spaces to discuss, understand and improve staff wellbeing in addition to practical sessions on submitting abstracts and managing ANNP portfolios. 1,600 delegates registered for these events over the year.

'Fantastic webinar, really useful for practice. Looking forward to sharing the learning with colleagues.' (Attendee, Lactation after Loss)

'Thank you for providing this free education and continuing to influence professionals in their approach to neonatal care! It makes a huge difference!' (Attendee, Sensory Beginnings)

'All the topics covered in this webinar were all very helpful to gain more knowledge and skills' (attendee, NNSIG Gastroschisis)

'Great presentation and such important work to share.' (Attendee, Pain Management)

NNA ANNP and Annual Conference

This year we held our first in-person 2-day conference, which sold out on both days. We had great support from our sponsors and are incredibly grateful to our speakers, workshop leads and conference planning teams.

Both days evaluated very well and left delegates feeling supported and energised. You can see further feedback here.

NNA Scholarships

We launched our scholarships in 2021 and since then we have had the privilege to provide support for 23 members and their important projects. Find out more about this year's winners below.

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Research Scholarship - Jannine Hingley

ATAIN (2017) are focusing on four areas of improvements, not only to reduce term admission rate, but to improve the care of jaundice, hypoglycaemia, respiratory conditions and asphyxia. A retrospective audit has been devised of all term babies born over 37 weeks and admitted to the neonatal unit. The data was analysed in concordance with the guidance for clinical review team questions (ATAIN 2017). Within this data it was evident that a group of baby's had a neonatal admission for less than twenty-four hours. The aim of this was to identify common reasons for admissions, identify factors or risks leading to admissions and if the admission was avoidable.

Within this audit we aimed to capture the babies who had an admission for less than twenty-four hours on neonates. The authors wanted to establish:

· Common reasons for admission

· Factors or risks leading to the admission

· How long the neonates were admitted for

· Was the admission avoidable, or would it have been avoidable with an enhanced TC.

Research Scholarship - Yoko Nishimura

I have been working as a neonatal nurse for 10 years in a level 3 unit in central London. Last year, I had an opportunity to work as a research nurse on a secondment. The research was about neonatal nurse retention which was very interesting and I realised our voices need to be heard more, to keep going the amazing work we all do for the babies and their family.

I received NNA research scholarship this year to conduct a qualitative study on neonatal nurses in England and Wales to further understand their experiences on job satisfaction, burnout and intent to stay.

The shortage in neonatal nursing workforce is a matter of grave concern. In the U.K. overall 20% of shifts in neonatal unit are currently inadequately staffed. The levels of appropriate nurse staffing are worse in NICUs (level 3) at 66.5% compared to SCUs at 87.1% (RCPCH, 2024). Nursing staff shortage is a real threat to safe patient care.

This study will supplement Neonatal nursing retention study, a quantitative study using online survey to measure job satisfaction, burnout and intent to stay for neonatal nurses in England and Wales which is conducted by Dr. Chant at UCL (Chant, K. et al., 2024). The study received almost 1,600 responses across England and Wales (Thank you to all of you who participated!), and currently undertaking statistical analysis of the data. In this survey, more than 400 neonatal

nurses had additional comments which demonstrate their willingness to share further information on their experiences, however due to the nature of the study it was not possible to do this.

The aim of this study is therefore to explore nurses' experiences of being a neonatal nurse and their satisfaction, challenges and intent to stay.

Neonatal Surgery Scholarship - Rhiannon Jones

The Surgical NNA scholarship is giving me the opportunity to work with parents, charities, support groups and neonatal surgical units to write several information leaflets on neonatal surgical conditions and construct a centralised resource location for parents and clinical staff.

Shared Learning and Best Practice Scholarship - Robyn Wilson

My name is Robyn and I currently work on a level 3 intensive care neonatal unit in the North East of England as an Advanced Neonatal Nurse Practitioner. For the last 4.5 years I have also worked voluntarily for a charity called Born on the Edge with the Newborn Care Training Course group. We are a group of nurses/doctors based across Sub-Saharan Africa and have developed a 15 module training course for healthcare professionals in Sub-Saharan Africa including topics such as resuscitation, fluids, sepsis. We have currently taught this course to 750 healthcare workers across Uganda, Kenya and Malawi. With the award of this scholarship, I plan to attend a local centre in either Uganda or Kenya to teach this course in

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person, this will also help to strengthen my relationships within the group. I would love to be able to return to the UK and disseminate this teaching to bring awareness of low-resource neonatal teaching on a local, regional and national level.

I am incredibly grateful for this opportunity from the Neonatal Nurses Association and hope to get the most out of this experience over the next 12 months.

Professional Development Scholarship - Richard Macaso

Neonatal Transport Scholarship, funded by the Kate Farrer Foundation

This year's scholarship has been awarded to project-group of the Transport Special Interest Group to great a Toolkit to support all transport teams across the UK to embed Kanagroo Cuddle Position in Neonatal Transport. This was a scholarship project originally funded by the Kate Farrer Foundation in 2021. This scholarship will help disseminate and embed this practice promoting FICare and improved outcomes during neonatal transfers.

NNA Grants

This year we launched our NNA Grants. These were offered to NNA members who had submitted an abstract to the COINN conference in Denmark. Winners were supported to attend the conference to showcase their work on an international platform.

The winners of our 2 NNA Grants were NNA members Lora Alexandra and Victoria Craig.

Lora said:

This was my first nursing conference, let alone an international conference. It was much easier to submit a poster and apply for a scholarship than I thought.

I met wonderful people who are all focused on improving neonatal care, gained a global perspective and brought so much information back for evaluation.

I felt nervous and very junior going, but everyone was so welcoming and enthusiastic.

Thank you to the Neonatal Nurses Association for the Grant to attend, and to Lucie Lewis for her support.

Victoria Craig was also supported by the NNA to attend the COINN Conference in Denmark as an NNA Grant recipient. You can read more about Victoria's experience of this conference here.

Special Interest Groups

'The NNA brings together colleagues from the neonatal specialism. The Special Interest Groups are relevant to the specialism and so valuable' NNA Member

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Financial review

The NNA has enjoyed another year of financial stability, supported consistently by the *Journal of Neonatal Nursing*. Income from membership fees has increased, reflecting the appeal of our strengthened member offer and the value it provides.

This has been a year of investment and growth. We have invested directly in our members by awarding scholarships and grants throughout 2024/25. In line with our enhanced offer, we reviewed and updated our reserves policy, while also working to diversify income streams to safeguard financial resilience in what remains a challenging environment for charities.

Membership fees have been held at £45 for several years to maximise accessibility to the benefits of NNA membership. However, to ensure long-term sustainability, we will need to consider a modest increase in the coming year.

Despite global and national pressures, including the cost-of-living crisis and the strain on the neonatal workforce, the NNA performed strongly in 2024/25. Our continued growth in membership is a testament to the work we are able to deliver with your support.

This year's financial statement covers the period 1 April 2024 to 31 March 2025. We are pleased to confirm that the NNA enters the next financial year in a secure and stable position.

Reserves policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Plans for future periods

As we look ahead to the next 12 months, the NNA will enter a period of listening and review as we finalise our new three-year strategy. This work has already been shaped by valuable input from members and stakeholders through our recent member survey and focus groups. We are eager to continue involving you in defining the future priorities of the NNA. Alongside this, we will take time to reflect on what has been achieved and to celebrate our progress and successes.

In the year ahead, we are committed to creating opportunities for both members and non-members to grow personally and professionally. Our awards, Special Interest Groups, and programme of learning events will continue to provide spaces for development, collaboration, and recognition.

We will also support members to share their expertise more widely, whether through publishing in our Journal, writing blogs, or otherwise highlighting the outstanding work neonatal nurses deliver every day across the UK. By showcasing these contributions, we aim to raise the profile of neonatal nursing through recognition and celebration.

Finally, we will ensure that the voice of neonatal nurses is heard at every level of decision-making. Involving nurses from the outset in projects, research, guidance, and frameworks is essential to creating family-centred, sustainable plans that truly deliver for those we care for.

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Structure, governance and management

The trustees who served during the year and up to the date of signature of the financial statements were:

Dr J Petty	
Mrs K Mainwaring	
Mr C P Darby	
Mrs K Gallagher	(Appointed 10 March 2025)
Ms K Harvey	
Ms E S Lakhan-Hector	
Mr S Javed	
Ms R McKeon-Carter	
Mr E M Fowell	(Resigned 3 February 2025)
Ms T Nzirawa Oppong	
Ms L Lewis	(Appointed 10 March 2025)
Ms G Carter	(Appointed 10 March 2025)

Other matters

Journal of Neonatal Nursing

The Journal of Neonatal Nursing (JNN) is the scientific journal of the Neonatal Nurses Association. Our bi-monthly, research-based journal is targeted at industry professionals and is exclusively concerned with the advancing care of neonates and their families. This year, the journal has continued to grow in popularity and remains at the forefront of neonatal research. We aim to encourage progress in all areas of neonatal care, including essential practice, management, education and health promotion.

The JNN strongly encourages cooperation between professionals; partnerships across roles within neonatal care helps to promote innovation and provide learning opportunities to help improve the care of neonates and their families.

To help our members publish in the JNN, we provide online video guides that include all the information you need to turn your project into a discussion paper, research paper, case report or reflection that can be submitted to the JNN. All articles are critically reviewed by professionals working in the appropriate field.

If you would like to submit your work for publishing but you have questions about the process, please contact Julia Petty (NNA Executive Member) for support at julia@nna.org.uk.

Dear members

We extend our heartfelt thanks to all NNA members for the vital role you play in our shared successes. Your commitment and support have enabled us to represent neonatal nurses with strength and clarity at both regional and national levels.

It has been a joy to collaborate with you through our events, Special Interest Groups, scholarships, and online platforms, where your contributions continue to inspire and drive progress.

Looking ahead, we are excited to welcome many of you to our next ANNP and Annual Conference in October, which is always a highlight in our calendar and a chance to connect, learn, and celebrate together.

As we move into the coming year, we remain dedicated to strengthening and growing the NNA. We look forward to working alongside our remarkable neonatal workforce to shape the future of neonatal care, ensuring that the voice of nurses continues to be heard and valued at every level.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

The trustees' report was approved by the Board of Trustees.

Katie Gallagher

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Mrs K Gallagher

Trustee

Date: 10 / 12 / 2025

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THE NEONATAL NURSES ASSOCIATION

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF THE NEONATAL NURSES ASSOCIATION

I report to the trustees on my examination of the financial statements of The Neonatal Nurses Association (the charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn. I understand that this has been done in order for the financial statements to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 130 of the Charities Act 2011.

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Oliver Read FCCA ACA
James Todd & Co Limited
Drayton House
Drayton Lane
Chichester
West Sussex
PO20 2EW
England

Dated: 11 / 12 / 2025

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THE NEONATAL NURSES ASSOCIATION

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income and endowments from:							
Donations and legacies	**2**	61,547	240	61,787	52,643	8,234	60,877
Other trading activities	**3**	95,974	4,050	100,024	43,134	-	43,134
Investments	**4**	1,777	-	1,777	1,793	-	1,793
Other income	**5**	2,955	-	2,955	955	-	955
Total income		162,253	4,290	166,543	98,525	8,234	106,759
Expenditure on:							
Raising funds	**6**	56,245	-	56,245	14,853	-	14,853
Charitable activities	**7**	115,485	60	115,545	116,309	1,845	118,154
Total expenditure		171,730	60	171,790	131,162	1,845	133,007
Net income/(expenditure) and movement in funds		(9,477)	4,230	(5,247)	(32,637)	6,389	(26,248)
Reconciliation of funds:							
Fund balances at 1 April 2024		128,281	6,389	134,670	160,918	-	160,918
Fund balances at 31 March 2025		118,804	10,619	129,423	128,281	6,389	134,670

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

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THE NEONATAL NURSES ASSOCIATION

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Current assets					
Debtors	**13**	21,849		11,515	
Cash at bank and in hand		129,309		142,684	
		151,158		154,199	
Creditors: amounts falling due within one year	**14**	(21,735)		(19,529)	
Net current assets			129,423		134,670
The funds of the charity					
Restricted income funds	**15**		10,619		6,389
Unrestricted funds	**16**		118,804		128,281
			129,423		134,670

The financial statements were approved by the trustees on 10 / 12 / 2025

Katie Gallagher
.....

Mrs K Gallagher
Trustee

Doc ID: 8f762cf6d647b621f3aac198cb0d3ec5d5f60da8

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

The Neonatal Nurses Association is a charity registered with the Charity Commission of England and Wales, number 295696. The Charity is governed by a Trust Deed dated 10 April 1987 as detailed in the Trustees' Report.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's Trust Deed, the Charities Act 2011, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Membership income is deferred in accordance with the length of the membership.

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1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers	25% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

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1 Accounting policies **(Continued)**

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Income from donations and legacies

	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£	£	£	£
Donations and gifts	55,547	240	55,787	31,907	3,734	35,641
Grant income	6,000	-	6,000	20,736	4,500	25,236
	61,547	240	61,787	52,643	8,234	60,877

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3 Income from other trading activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Membership subscriptions and sponsorships	43,030	4,050	47,080	25,487	-	25,487
Fundraising events	52,944	-	52,944	17,647	-	17,647
Other trading activities	95,974	4,050	100,024	43,134	-	43,134

4 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	1,777	1,793

5 Other income

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Other income	2,955	955

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Seeking donations, grants and legacies	-	727
Staging fundraising events	56,245	14,126
	56,245	14,853

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7 Expenditure on charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Direct costs		
Charitable expenditure	60	1,845
Share of support and governance costs (see note 8)		
Support	111,292	107,667
Governance	4,193	8,642
	115,545	118,154
Analysis by fund		
Unrestricted funds - general	115,485	116,309
Restricted funds	60	1,845
	115,545	118,154

8 Support costs allocated to activities

	2025 £	2024 £
Staff costs	71,759	58,995
Website costs	7,049	14,674
Recruitment costs	-	640
Admin assistance costs	5,537	5,739
Office expenses	6,453	7,516
Awards	853	2,800
Scholarship costs	1,712	1,919
Webinar training costs	7,429	10,264
Editor fees	10,500	5,000
Governance costs	4,193	8,762
	115,485	116,309
Analysed between:		
Unrestricted funds	115,485	116,309

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8 Support costs allocated to activities **(Continued)**

	2025	2024
Governance costs comprise:	**£**	**£**
Audit fees	1,008	960
Legal and professional	69	616
Accountancy	1,386	1,320
Bank fees	1,730	5,866
	4,193	8,762

9 Net movement in funds

	2025	2024
	£	**£**
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	1,008	960

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

11 Employees

The average monthly number of employees during the year was:

	2025	2024
	Number	**Number**
	3	2

Employment costs	2025	2024
	£	**£**
Wages and salaries	70,486	57,747
Other pension costs	1,273	1,248
	71,759	58,995

There were no employees whose annual remuneration was more than £60,000.

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

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13 Debtors

Amounts falling due within one year:	2025 £	2024 £
Trade debtors	21,849	11,515

14 Creditors: amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	1,944	2,082
Trade creditors	4,822	-
Other creditors	257	236
Accruals and deferred income	14,712	17,211
	21,735	19,529

15 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
University Hospital Plymouth	4,500	-	-	4,500
National Neonatal Surgical Interest Group	1,889	240	(60)	2,069
University Hospital Bristol and Weston	-	4,050	-	4,050
	6,389	4,290	(60)	10,619

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
University Hospital Plymouth	-	4,500	-	4,500
National Neonatal Surgical Interest Group	-	3,734	(1,845)	1,889
	-	8,234	(1,845)	6,389

The Neonatal surgical group previously operated independently. During the year agreement was reached to incorporate the membership within The NNA and the special interest group is to be operated in cooperation with us. Funds were transferred to NNA, and these have been restricted to only be available for NNSIG expenses.

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15 Restricted funds **(Continued)**

University Hospitals Plymouth agreed funding to provide free 1 year memberships with the NNA. This may only be used for this purpose.

16 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024	Incoming resources	Resources expended	At 31 March 2025
	£	£	£	£
General funds	128,281	162,253	(171,730)	118,804

Previous year:	At 1 April 2023	Incoming resources	Resources expended	At 31 March 2024
	£	£	£	£
General funds	160,918	98,525	(131,162)	128,281

17 Analysis of net assets between funds

	Unrestricted funds 2025	Restricted funds 2025	Total 2025
	£	£	£
At 31 March 2025:			
Current assets/(liabilities)	118,804	10,619	129,423
	118,804	10,619	129,423

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
At 31 March 2024:			
Current assets/(liabilities)	128,281	6,389	134,670
	128,281	6,389	134,670

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18 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

During the year, the charity received donations of £55,247 (2024: £31,846) from NNA Journal Limited, a company under the control of the chair of the charity. At the end of the year, the charity owed the company £Nil (2024: £Nil).

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THE NEONATAL NURSES ASSOCIATION

England & Wales - Charity number 295696

Accounts

jamestodd&co
more than just accountants

Our Ref: OMR/TW/MA/THE039

STRICTLY PRIVATE AND CONFIDENTIAL
Ms Roisin McKeon-Carter
The Neonatal Nurses Association
Via Dropbox Sign

29 November 2024

Dear Roisin,

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

We have now completed the above and have uploaded the unaudited financial statements to Dropbox Sign for your review and approval.

We would like to draw your attention to the statement of financial activities including income and expenditure account. This gives a breakdown of the income and expenditure incurred during the year, and shows that a total deficit for the year of £26,248. This deficit was split into a £32,637 deficit in unrestricted funds and a £6,389 surplus in restricted funds.

Income has increased to £106,759 from £63,267 in the prior year, with the largest increase in other trading activities due to high membership income during the year. Expenditure has increased to £133,007 from £81,801 in the prior year, with the largest increase in charitable activities due to an increase in staff costs, with the charity employing 3 members of staff by the end of the year.

We have noticed that some of your expenditure is being included on Quickbooks based on when it is being paid, rather than when the expenditure was incurred. We would recommend including expenditure as and when it is incurred, rather than when it is paid.

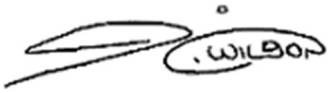
At the end of the year, the total funds of the charity decreased to £134,670 from £160,918 in the prior year. These funds are split £128,281 unrestricted and £6,389 restricted.

We have logged into your QuickBooks account and made the necessary adjustments so that the closing position at the year-end matches the financial statements.

If you have any queries please do not hesitate to contact me.

Going forward our preferred method of payment is Direct Debit and if you are happy for your payments to be collected this way we would ask you to please contact us and we will be able to send you the Direct Debit mandate for completion.

Yours sincerely,



Tricia Wilson FCCA AMIMA
Portfolio Manager | James Todd & Co

Charity registration number 295696 (England and Wales)

THE NEONATAL NURSES ASSOCIATION

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

THE NEONATAL NURSES ASSOCIATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Dr J Petty	
	Mrs K Mainwaring	
	Mr C P Darby	
	Mrs K Gallagher	
	Ms K Harvey	
	Ms E S Lakhan-Hector	
	Mr S Javed	
	Ms R McKeon-Carter	
	Mr E M Fowell	(Appointed 6 April 2023)
	Ms T Nzirawa Oppong	(Appointed 1 February 2024)
Charity number (England and Wales)	295696	
Independent examiner	Oliver Read FCCA ACA James Todd & Co Limited Drayton House Drayton Lane Chichester West Sussex England PO20 2EW	
Bankers	Lloyds Bank PLC	

THE NEONATAL NURSES ASSOCIATION

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THE NEONATAL NURSES ASSOCIATION

CHAIRPERSON'S STATEMENT

FOR THE YEAR ENDED 31 MARCH 2024

Message from our Chair

This has been a particularly active year for the Neonatal Nurses Association, and we are grateful to have had many opportunities to deliver impactful messages to those in a position to facilitate change.

I was particularly pleased to have been invited to speak at the House of Lords Pre-term Birth Enquiry for their forum “How can medical staff be supported to deliver effective care for mothers and preterm babies?”. As part of the process, I submitted written and verbal evidence, alongside NNA executive member Kelly Harvey, calling for better support for neonatal nurses, with a particular emphasis on the importance of retention.

We have also had an exciting and busy year delivering a packed event schedule, officially launching our Wales regional group, planning our first face-to-face conference since the pandemic, and welcoming the National Neonatal Surgical Interest Group into our fold. NNSIG has had a particularly productive year publishing their Gastroschisis Best Practice Standards. We look forward to supporting NNSIG as they continue to pursue progress and innovation in the area of neonatal surgery.

In 2023, we were delighted to launch a new offer of £20 discounted NNA memberships to members resident in developing countries, and we have continued to offer free membership to undergraduate/pre-registration students for the duration of their study. We hope these offers enable us to provide greater representation of neonatal nurses from across the country and around the world to ensure the future of the profession is guided by those working on the ground.

As part of this mission, we have also increased our unit visits to ensure we are reaching out to as many nurses as possible, and we have been incredibly inspired by everyone we have met on our visits so far. Please get in touch if you would like to arrange a visit to discuss how we can support you and your team.

We have also worked hard to increase our reach to nurses on the ground. Following feedback from units that received one of our 'Thank you' day boxes last year, this year we sent another set of boxes packed with small tokens of gratitude and recognition to another group of units across the UK.

Looking towards the end of the year, I’m delighted to bring together hundreds of neonatal nurses once more at this year’s face-to-face NNA conference. The two-day event, including the ANNP conference, promises to be an opportunity for engaging discussion, collaboration, and sharing of research-based innovation. We hope to see many of you there!

Message from our Chief Executive

This year has been very busy and within the context of challenging times nationally and globally, the NNA has seen a good amount of growth. Our membership offer has grown significantly with the launch of several new Special Interest Groups, our Professional Development Grants and adding to our NNA scholarship offer with the first national Neonatal Surgery Scholarship, supported by NNSIG, who we were delighted to welcome into the NNA this year. Crucially, we have also focused more on well-being events, which have been well received, and much needed.

Our staff team has grown with the welcomed addition of Becky, our Communications and Member Engagement Officer, and Becky, our Operations Administrator. Both have already had a great impact.

Importantly, our membership has also grown. We couldn’t be more pleased to welcome so many new members to our community, after all ***the greater our number, the louder our voice*****!**

.....

Ms R McKeon-Carter

Chairperson

Date: .....

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their annual report and financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The Neonatal Nurses Association (NNA) is an independent national organisation representing neonatal nurses and steered by neonatal nurses. We promote neonatal nursing for the benefit of premature and sick newborns and their families throughout the country.

Vision

All neonatal nurses are supported to feel confident and valued in their roles to ensure all babies and their families experience optimal neonatal care.

Mission

We work to ensure every neonatal nurse is supported to be the best nurse they can be.

Values

We are open, inclusive, innovative, committed and supportive.

Our Core Aims

- All neonates and their families receive optimal care

As we work to support all neonatal nurses to be the best nurse they can be, we believe this will result in optimal care provision for all babies and families.

- Neonatal nurses' wellbeing and professional development is prioritised

The NNA offers education events, scholarships and awards to promote and celebrate professional development. The NNA consistently highlights the challenges experienced by neonatal nurses due to workforce pressures, and the lack of time and funding afforded to nurses for training and further education.

- Neonatal nurses are represented regionally and nationally

The NNA is a valued contributor representing neonatal nurses at local, national and international forums and meetings, influencing change and informing policy.

Public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

We would like to say thank you to all NNA members for your role in our ongoing success. Your support has enabled us to continue representing neonatal nurses and nursing regionally and nationally. We enjoy collaborating with you via webinars and events, special interest groups, scholarships and social media, and look forward to bringing many of you together at our annual conference in November. We are also particularly excited about the number of national and regional projects we have promoted this year with the support of our passionate members, and look forward to giving back in the form of upcoming scholarships and awards. We will continue to work hard to strengthen and grow the NNA and we look forward to working with the inspiring neonatal workforce to develop neonatal care over the coming year. Thank you!

NNA in NI

Northern Ireland Summary Report for the Neonatal Nurses Association Annual Report

The Neonatal Nurses Association (NNA) in Northern Ireland has made significant strides over the past year, marked by an increase in membership and an amplified voice for neonatal nurses across the region. This growth has been instrumental in enhancing the representation and influence of neonatal nurses across all 5 healthcare trusts. The increase in membership has strengthened the NNA's capacity to advocate for neonatal nurses. As a committee with full representation from all healthcare trusts and the NISTAR we can ensure that the NNA supports neonatal nurses with services that are inclusive and tailored to the specific needs of the members across NI.

The 15th Annual Conference of the Northern Ireland Neonatal Nurses Association was held at the Dunsilly Hotel and attended by over 60 neonatal nurses, healthcare professionals, and stakeholders. The conference was exceptionally well-received, with delegates praising the quality of the program showcasing the exceptional talent and expertise in Northern Ireland. Speakers delivered sessions that significantly enhanced the knowledge and skills of all attendees, demonstrating the NNA's commitment to professional development

In response to the needs expressed by its members, the Northern Ireland group provided further education sessions on bereavement care. These sessions featured key speaker Alex Mancini and the Southern Trust Bereavement Midwives. This initiative underscores the NNA's dedication to addressing the concerns and requirements of neonatal nurses, ensuring they receive relevant and impactful training opportunities.

The Northern Ireland group is pleased to welcome Gemma Carter, an Advanced Neonatal Nurse Practitioner at the Royal Jubilee Maternity Hospital, as the new Chair for Northern Ireland. Supported by her dedicated committee, Gemma looks forward to establishing herself within this role and working alongside the committee during the transitional period. Her appointment marks a new chapter for the Northern Ireland NNA group in the ongoing efforts to support every neonatal nurse across the region.

NNA in Wales

We are delighted to have re-launched the NNA in Wales with a strong committee of 8 members representing different areas of neonatal nursing across Wales. The launch event was well attended and was followed by a highly evaluated webinar on Transitional Care – the Welsh context.

NNA Chair, Róisín McKeon-Carter, and Chief Executive, Cheryl Titherly, attended meetings at The Grange, Newport, with individuals representing the Welsh Chief Nursing Officer's team, HEIW, the Welsh Perinatal Network, RCM Wales, PERIPrem Cymru and members of the neonatal workforce. Cheryl also enjoyed a unit tour and was fully appreciative of the time given and engagement from teams across Wales.

Achievements and performance

The Team

The NNA team continues to grow as we strive to expand the support and development opportunities we provide our members. This year we were delighted to welcome Eoin Farrell and Tendai Nzirawa on to our Executive Board of Trustees. Eoin has joined as our Legal Lead, and Tendai joined to lead our Equity, Diversity and Inclusion work – both are very welcome.

We said a fond farewell to Patrick Turton as an Executive Board Member. We are incredibly grateful to Patrick for his commitment to the NNA. Patrick continues as Co-Chair of the Neonatal Transport SIG.

We would like to thank all our Executive Board Members for continuing to dedicate so much time and care to the ongoing development of the NNA.

Our staff team has also grown, as we welcomed both Becky Kennedy and Becky Hine.

NNA Awards

This year the NNA was delighted to present three awards: Neonatal Nurse of the Year, Neonatal Team of the Year, and the Practice Development Award. Each winner is recognised for their remarkable contribution to neonatal care and received £1,000 prize money to spend on optimising the neonatal journey for staff, babies and families.

Annual Conference

2023 – Embracing positive workplace culture

2 March 2023 - # NNAConf23

"Privileged to be involved in the NNA Conference 2023. Great to hear about the fabulous work being done in neonatal care."

In 2023 we welcomed over 200 delegates to our annual virtual conference 'Embracing positive workplace culture'. We heard from leading speakers throughout the day who addressed a wide range of exciting and inspiring topics. We would like to thank all the NNA scholars for adding to an excellent programme.

"So many fantastic examples of collaboration, innovation & improvements. Really well done to everyone."

As part of our commitment to supporting those considering a career in neonatal nursing, we gifted all of our student members an e-gift card that entitled them to free access to the conference.

In total, we had 264 registered delegates from across the UK and further afield, including delegates from Ireland, Canada, Portugal, Italy and Mexico.

"Fantastic day at the NNA conference. Fabulous to see so much innovation and dedication from the neonatal workforce. Great lessons learnt today… let people be heard, be kind and create an environment in which everyone can feel safe to grow."

Endorsements

The NNA recognises and highlights educational events and resources through NNA endorsements. All endorsed events and resources are relevant to the continuing professional development (CPD) of neonatal nurses and AHPs, and improve the neonatal experience for staff, babies and their families.

NNA endorsement is based on a thorough review process. If you are planning an event or creating a resource that you would like us to consider, please get in touch via admin@nna.org.uk or visit our website for more information – www.nna.org.uk/endorsements

Current endorsements:

Feeding Your Baby Breastmilk, Produced by TOFS – Breastfeeding guide produced for TOFS by Kate Yardley, Registered Midwife and parent of a child born with OA/TOF.

Neonatal Transitional Care Programme – A 12-week programme that provides participants with the fundamental knowledge and skills required to care for infants and families in a transitional or special care setting.

Sensory Beginnings – A Neonatal Nurture Course designed to help neonatal professionals understand the role of sensory processing in early human development.

Neonatal Practitioner Training Modules – An initiative by the neonatal nutrition network for Sub-Saharan Africa.

National Neonatal Palliative Care Project – The National Neonatal Palliative Care Project aims to improve complex and palliative care, ensuring babies and their families receive equitable consistent care.

Lactation After Loss: Choices for Bereaved Parents - In this two-week course from The Newcastle upon Tyne Hospitals' NHS Foundation Trust, learn how to help parents understand their lactation options following pregnancy and baby loss.

Yorkshire & Humber Neonatal ODN – The Yorkshire and Humber ODN Neonatal Foundation Programme aims to provide the newly qualified nurse with knowledge and skills that underpin neonatal nursing care.

The Butterfly Project – Online education course focusing on the feelings and experiences of parents who experience loss of one baby or more from a multiple pregnancy.

Psychology Staffing on the Neonatal Unit – Document written by the Lead Neonatal Clinical Psychologists who are funded to help implement the recommendations of the Neonatal Critical Care Review.

Speech and Language Therapy in Neonatal Care – This review paper has been written on behalf of The Royal College of Speech and Language Therapists (RCSLT).

Collaborations & Joint Working

The NNA has continued to work alongside many innovative and inspiring stakeholders this year. These exciting opportunities have helped us to further the reach of neonatal voices, and to ensure that neonatal nurses are given the opportunity to use their experience and expertise to drive change and have an impact on the future of this vital profession.

Examples of the collaborations from the year 2023/24 include:

The NNA is collaborative and supportive of others' work. We represent neonatal nurses regionally and nationally at different meetings and forums. We encourage individuals and groups to engage with the nursing voice when planning, creating guidance and writing documents and when making decisions that will impact the neonatal workforce or babies and families. The NNA offer that voice and perspective via our members.

Recent collaborations include:

- NHS Resolution MIS (Maternity Incentive Scheme) - NNA Chair Roisin McKeon-Carter was invited to join NHS Resolution MIS meetings and workshops. These events addressed workforce and transitional care.
- Attended the New Hospitals Programme meeting to inform their work, represented by Chief Executive, Cheryl Titherly
- Represented by NNA Executive Kelly Harvey within the Transform Clinical Reference Group (CRG).
- Collaborated with the Neonatal Implementation Board (NIB) via representative Róisín McKeon-Carter (NNA Chair) to implement recommendations of the Neonatal Critical Care Review.
- Represented by NNA Chair Roisin McKeon-Carter on the UK Neonatal Partnership Board (NPB).
- Collaborated with the National Bereavement Care Pathway (NBCP) to help embed bereavement care standards in units across the UK, represented by 2 NNA members: Jacqueline Johnstone & Jo Cookson
- Worked alongside the NHS on the NHS Resolution service.
- Collaborated with Independent Working Group on 2 unit listening events. Represented by Diane Keeling & Róisín McKeon-Carter - LINK TO VIDEO FROM Gill
- Joined the Maternity and Neonatal Stakeholder Council, represented by Róisín McKeon-Carter - LINK TO VIDEO FROM CLEA
- Collaborated with the Lullaby Trust during their Safer Sleep week to promote advice for parents of babies born premature or small.
- Collaborated with NHSE to inform their QiS Standards, represented by Executive Member, Kelly Harvey.
- Worked in partnership with BAPM to develop their integrated framework for palliative care in perinatal medicine, represented by Executive Member Katie Gallagher.
- Supported BAPM's work to create their framework around pain management, represented by NNA member Sam Palmer.
- Collaborated with NNAP (Data Group) via 2 member representatives Catherine Nash & Jacqueline Johnstone
- Collaborated with NHSE with the support of CNO, Dame Ruth May, to understand the support need of Managers and Matrons within the neonatal workforce. We will report a summary of themes to NHSE for action.
- Sitting on the BAPM National Policy alongside representatives from Bliss, NPPG and BAPM.
- Maternity & Neonatal Programme: Workforce, Training and Education, represented by Róisín McKeon-Carter.

Member events

Since 31st March 2023, we are thrilled to have hosted more than 50 events, webinars and SIG meetings, almost all of which were free for our members. Topics have been incredibly varied, including simulation, transitional care, transitional from student to newly qualified nurse, PhD support, compassionate leadership, BFI accreditation, skin-to-skin, FICare, home phototherapy, safer sleep advice and wellbeing, among others.

"Brilliant simulation webinar today. Lots to think about for parent simulations, mini sims and debriefing sensitively. Thank you."

"Amazing webinar today- great interaction amongst the attendees and the cohosts! Lots of productive advice and skills shared to enhance neonatal student placements. Thank you to @petty_julia @Samchumba3 for cohosting with me today!"

We are delighted that our schedule for the coming year is already looking varied and exciting, and will feature titles that are topical and relevant to our members. As always, we welcome feedback and we are always happy to receive suggestions for webinar topics.

NNA Scholarships

We launched our scholarships in 2021 and since then we have had the privilege to provide support for 18 different nurses/ projects. Find out more about this year's winners below.

"I am really grateful for the support NNA has given me. I am an internationally trained nurse, and I have achieved NLS instructor qualification with the support from NNA practice development scholarship'. Thank you again for all the support!" Renjita Raju, Professional Development Scholarship winner.

Professional Development Scholarship

Renjita Raju

"I am a neonatal nurse working in Watford General Hospital, UK. There is a national shortage of trained personnel to run the NLS training courses and perform yearly assessments in neonatal units especially in level 2 and level 1 units. I believe completing the GIC and NLS instructor courses with the help of the NNA scholarship and thereby becoming part of the training programme that is run nationwide will help me to empower more Neonatal Nurses to become qualified in NLS instructor course and help our service. Delivery of the NLS certification and re certification programmes will then get cost effective as there will be enough resource in each trust to run this programme yearly. I am hopeful that this will increase the neonatal nurse representation in the NLS Instructor list in future.

I believe that the scholarship from NNA by helping me achieve my dream of completing the GIC course will not only enrich my arsenal of knowledge and skill but will also entrust me with the responsibility of being a role model to my fellow nurses by being an asset to the service. I am also qualified in Human Resource management. Once I qualify as an GIC trained NLS instructor I can then utilise my knowledge and learning in both fields to maximise the learning experience of the greatest resource in health care management, the human resource, which is the neonatal team in solidarity."

With support from the NNA, Renjita has now completed the GIC training and she is now a qualified NLS instructor.

Professional Development Scholarship

Julie Liggett

"I am very grateful to have been awarded an NNA scholarship. I am a senior neonatal nurse working in the SHSCT in Northern Ireland. I am currently one of the bereavement link nurses and have an understanding and passion for supporting parents through bereavement and their palliative care journey and developing our service. Not all experiences of loss is the loss of a child but rather the loss of the full term pregnancy experience and journey. My colleagues and myself have recognised that their is a need for more support for parents whom have a sick baby or pre-term baby requiring admission to a neonatal unit. Together we are utilising the resources we have and have developed the 'Kind Hands' Project.

The aim of this project is to recognise and provide support to parents in the neonatal unit through alternative therapies such as active listening, mindfulness and journaling with the aim to reduce anxiety and improve perinatal mental health. Therefore, I aim to use this professional development scholarship to support me in attending several courses within the clinical education centre in Northern Ireland. I will be able to bring the learning back from these sessions and disseminate with other 'Kind Hand' Champions whom in turn will disseminate across all staff so we can all deliver optimal support for parents."

Shared Learning & Best Practice Scholarship sponsored by Drager

Frances McGuigan

"My goal of the scholarship is to travel to Great Western Hospital Trust and spend 2 days with Dr Sarah Bates and Rosalind Freeman (PERIPrem Lead Neonatologist and lead Nurse) discussing the PERIprem project, seeing PERIprem in action and attending one of their champion sessions within their hospital. I will aim to track the periprem passport and its usage from antenatal through to how it is utilised within their neonatal unit. With this knowledge and insight, I aim to bring back the learning and disseminate it to the PERIprem team within my trust. The knowledge gained will support me in overcoming challenges through learnt experience that Rosalind and her team faced.

One aspect of this is to improve breastmilk availability, to have it delivered to the infants within 6 hours of life. Northern Ireland has one of the lowest breastfeeding practices across Europe so this change in culture is a "mountain" to overcome. With support of the infant feeding leads, I will be able to implement QI projects and initiatives to support preterm mothers with early expressing and share the importance of breastmilk for all babies but especially the preterm infants."

Neonatal Surgery Scholarship

Hannah Wells

"The plan is to design and launch the 'Neonatal Surgical Network' across the hospitals in Thames Valley and Wessex. This surgical programme aims to encourage and solidify influential networking opportunities, hoping to increase communication throughout the network, which is invaluable to improve patient care and the experience for the families. The sessions will be inclusive and open to all, from students to members of the wider multi-disciplinary team. They will include theory, practical and simulation elements to enhance their surgical knowledge. There will be dedicated monthly Microsoft Teams sessions to answer questions, quarterly themed online teaching sessions and planned face to face teaching, developed for each individual unit's acuity level. This is an exciting opportunity to develop and launch the Neonatal Surgical Network and increase the profile of Neonatal surgery, with the support of the NNA and NNSIG."

Nursing Research Scholarship

Kimberley McDonald

"This NNA research scholarship will be exploring the documentation of parent information on our level 3 neonatal intensive care unit. The provision of parent information is vital for communication between healthcare professionals and parents. Since starting to use electronic patient records on our unit, it has been noted by members of the team that key parent information is not always readily available. I will be conducting an audit of what parent information has been documented in baby's notes from the last 6 months of admissions. This will include: names and contact details of parents, parents marital status, ethnicity, religion, spoken languages, and whether there are any additional communication needs such as hearing loss.

Ensuring parents information is correctly documented and easily accessible can ensure effective communication between healthcare professionals and parents. This will help to reduce communication barriers, promote family wellbeing, and reduce parent stress and anxiety."

Transport Scholarship

Bethan Jones

"My Name is Bethan Jones, a midwife with a passion for perinatal safety, ensuring safe, timely and quality care to mothers/ birthing people their babies and families. I previously worked in Cardiff and Vale University Health Board before commencing the role as Perinatal safety champion within the Maternity and Neonatal Safety Support Programme within the Welsh Ambulance Service for the past 18 months.

My keen interest in perinatal safety is fueled by a genuine desire to improve care outcomes for all individuals involved in the childbirth journey. I firmly believe that every mother, birthing person, baby, and their family deserves access to high-quality, compassionate care that prioritises their well-being and safety above all else. Driven by a desire to make a meaningful difference in the lives of families, Claire and I are very excited to win this scholarship which will aid us in our work to further improve services for our families in Wales."

Transport Scholarship

Claire Richards

"Shortly after qualifying, Claire soon realised that her passion fell in neonatal care. 27 years later she has been lucky enough to progress her nursing career within Aneurin Bevan University Health Board before joining the Wales Neonatal Network at its inception in 2011, leading in the development and delivery of the CHANTS transport service. In 2018, she was successful obtaining the Lead Nurse role for the Network, which has since merged as the Wales Maternity and Neonatal Network. These two posts are combined which keep my very busy!

Maintaining her clinical input through an honorary contract enables her to work shifts, either by undertaking transport shifts or working clinical. Neonatology is constantly evolving and these clinical hours are crucial to this post and are key in her ability to advise on current practice, remain in a position of leadership by practicing safely.

An area that she is particularly passionate about is improving the referral system and operational oversight for In-utero and ex utero transfers in Wales. Gaining this scholarship will allow her to scope other services in the UK, to identify 'what good looks like', in order to identify how this provision can be delivered in Wales."

Special Interest Groups

" # neonatalAHPs check out all of the SIGs on offer if you become an @NNAUK1 member. I joined a few LEARN meetings back in 2018 & was your first # AHP! It was a great opportunity to link up with colleagues who share an interest in neonatal education & research."

Financial review

We have had another year of financial stability with regular support from the Journal of Neonatal Nursing. This year has also seen an increase in our income from membership fees, with people being drawn to the current NNA membership offer.

This year was another period of investment, development and growth for the NNA, which has seen us invest in people with 2.3 full time equivalent staff.

We have also invested in our membership awarding both scholarships and grants during 2023/24.

With an increased staff team and an increased offer to members we have reviewed and updated our reserves policy accordingly. We have also worked to diversify our income to promote financial stability in uncertain times for charities.

We have maintained our membership fee at £45 without increase for a number years to optimise access to the support and opportunities that come with NNA membership. We do not plan an increase next year either.

We have also launched our reduced membership fee for neonatal staff resident in developing countries, again to maximise accessibility to the Journal and other membership benefits for neonatal nurses globally.

We performed well in 2023/24 especially given the challenging time globally and locally in the UK with the cost-of-living crisis and the pressure the neonatal workforce is under. It is testament to the work you enable us to do that our membership continues to grow.

This year's financial statement covers the period of 1st April 2023 – 31st March 2024.

We will enter the next financial year in a safe financial position.

Reserves policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Plans for future periods

As we move into the next 12 months, we plan a period of consolidation, evaluation and review as we begin to draft our new strategy for the next three-year period. We will engage with members and stakeholders to inform this work, as the NNA exists for you. We look forward to engaging with you, our members, during this process so you can help decide the future work and focus of the NNA. We will also look at what we have achieved over the past three years and celebrate developments and successes.

In the year to come, we also aim to offer opportunities to members and non-members to grow professionally and personally through our awards, scholarships, grants, SIGs (including our brand new FICare SIG), and our programme of learning events.

We will also continue to support members to publish in our Journal, write blogs and to showcase the incredible work being completed by neonatal nurses every single day across the country.

By celebrating neonatal nurses, we will raise the profile of neonatal nursing and give neonatal nurses a much-needed boost, while continuing to support the development of neonatal care for babies and their families in the UK.

Structure, governance and management

The trustees who served during the year and up to the date of signature of the financial statements were:

Mr P Turton	(Resigned 1 March 2024)
Dr J Petty	
Mrs K Mainwaring	
Mr C P Darby	
Mrs K Gallagher	
Ms K Harvey	
Ms E S Lakhan-Hector	
Mr S Javed	
Ms R McKeon-Carter	
Mr E M Fowell	(Appointed 6 April 2023)
Ms T Nzirawa Oppong	(Appointed 1 February 2024)

Other matters

Journal of Neonatal Nursing

The Journal of Neonatal Nursing (JNN) is the scientific journal of the Neonatal Nurses Association. Our bi-monthly, research-based journal is targeted at industry professionals and is exclusively concerned with the advancing care of neonates and their families. This year, the journal has continued to grow in popularity and remains at the forefront of neonatal research. We aim to encourage progress in all areas of neonatal care, including essential practice, management, education and health promotion.

The JNN is not just for nurses; we encourage a wide range of professionals working within neonatal care to use our journal as a forum for presenting and exploring new ideas. We strongly encourage cooperation between professionals; partnerships across roles within neonatal care helps to promote innovation and provide learning opportunities to help improve the care of neonates and their families.

Tweet: “Nice to see a piece about our animation published in the journal of Neonatal Nursing this month.”

To help our members publish in the JNN, we provide online video guides that include all the information you need to turn your project into a discussion paper, research paper, case report or reflection that can be submitted to the JNN. All articles are critically reviewed by professionals working in the appropriate field.

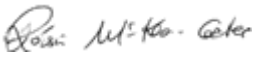
Tweet: “Proud of this recent publication in the Journal of Neonatal Nursing. Making a difference everyday in our nursing assignments in the ACH-NICU.”

If you would like to submit your work for publishing but you have questions about the process, please contact Julia Petty (NNA Trustee) for support at julia@nna.org.uk.

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

The trustees' report was approved by the Board of Trustees.



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Ms R McKeon-Carter

Trustee

Date: ....18th December 2024.....

THE NEONATAL NURSES ASSOCIATION

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF THE NEONATAL NURSES ASSOCIATION

I report to the trustees on my examination of the financial statements of The Neonatal Nurses Association (the charity) for the year ended 31 March 2024.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn. I understand that this has been done in order for the financial statements to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 130 of the Charities Act 2011.

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Oliver Read FCCA ACA
James Todd & Co Limited
Drayton House
Drayton Lane
Chichester
West Sussex
PO20 2EW
England

Dated: .....

THE NEONATAL NURSES ASSOCIATION

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £
Income and endowments from:					
Donations and legacies	**2**	52,643	8,234	60,877	44,365
Other trading activities	**3**	43,134	-	43,134	18,468
Investments	**4**	1,793	-	1,793	234
Other income	**5**	955	-	955	200
Total income		98,525	8,234	106,759	63,267
Expenditure on:					
Raising funds	**6**	14,853	-	14,853	14,589
Charitable activities	**7**	116,309	1,845	118,154	67,212
Total expenditure		131,162	1,845	133,007	81,801
Net income/(expenditure) and movement in funds		(32,637)	6,389	(26,248)	(18,534)
Reconciliation of funds:					
Fund balances at 1 April 2023		160,918	-	160,918	179,452
Fund balances at 31 March 2024		128,281	6,389	134,670	160,918

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

THE NEONATAL NURSES ASSOCIATION

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Current assets					
Debtors	**13**	11,515		10,542	
Cash at bank and in hand		142,684		162,549	
		154,199		173,091	
Creditors: amounts falling due within one year	**14**	(19,529)		(12,173)	
Net current assets			134,670		160,918
The funds of the charity					
Restricted income funds	**15**		6,389		-
Unrestricted funds	**16**		128,281		160,918
			134,670		160,918

The financial statements were approved by the trustees on .....18th December 2024

.....

Ms R McKeon-Carter

..... Roisin McKeon-Carter

Trustee

1 Accounting policies

Charity information

The Neonatal Nurses Association is a charity registered with the Charity Commission of England and Wales, number 295696. The Charity is governed by a Trust Deed dated 10 April 1987 as detailed in the Trustees' Report.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Trust Deed, the Charities Act 2011, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Membership income is deferred in accordance with the length of the membership.

1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	15% straight line
Computers	25% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

1 Accounting policies **(Continued)**

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	31,907	3,734	35,641	34,622	-	34,622
Grant income	20,736	4,500	25,236	9,743	-	9,743
	52,643	8,234	60,877	44,365	-	44,365

3 Income from other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Membership subscriptions and sponsorships	25,487	12,454
Fundraising events	17,647	6,014
Other trading activities	43,134	18,468

4 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	1,793	234

5 Other income

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Other income	955	200

6 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising and publicity		
Seeking donations, grants and legacies	727	-
Staging fundraising events	14,126	14,589
	14,853	14,589

7 Expenditure on charitable activities

	Unrestricted funds 2024	Unrestricted funds 2023
	£	£
Direct costs		
Charitable expenditure	1,845	-
Share of support and governance costs (see note 8)		
Support	107,667	62,467
Governance	8,642	4,745
	118,154	67,212
Analysis by fund		
Unrestricted funds - general	116,309	67,212
Restricted funds	1,845	-
	118,154	67,212

8 Support costs allocated to activities

	2024	2023
	£	£
Staff costs	58,995	35,758
Depreciation	-	1,816
Website costs	14,674	7,315
Recruitment costs	640	619
Admin assistance costs	5,739	3,789
Office expenses	7,516	4,002
Awards	2,800	1,139
Scholarship costs	1,919	5,619
Webinar training costs	10,264	410
Editor fees	5,000	2,000
Governance costs	8,762	4,745
	116,309	67,212
Analysed between:		
Unrestricted funds	116,309	67,212

8 Support costs allocated to activities **(Continued)**

	2024	2023
Governance costs comprise:	**£**	**£**
Legal and professional	616	588
Accountancy	2,280	2,171
Bank fees	5,866	1,986
	8,762	4,745

9 Net movement in funds

	2024	2023
	£	**£**
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	-	-
Depreciation of owned tangible fixed assets	-	1,816

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

11 Employees

The average monthly number of employees during the year was:

	2024	2023
	Number	**Number**
	2	1

Employment costs	2024	2023
	£	**£**
Wages and salaries	57,747	34,194
Other pension costs	1,248	1,564
	58,995	35,758

There were no employees whose annual remuneration was more than £60,000.

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Debtors

	2024	2023
Amounts falling due within one year:	**£**	**£**
Trade debtors	11,515	10,542

14 Creditors: amounts falling due within one year

	2024	2023
	£	**£**
Other taxation and social security	2,082	-
Other creditors	236	-
Accruals and deferred income	17,211	12,173
	19,529	12,173

15 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2023	Incoming resources	Resources expended	At 31 March 2024
	£	**£**	**£**	**£**
University Hospital Plymouth	-	4,500	-	4,500
National Neonatal Surgical Interest Group	-	3,734	(1,845)	1,889
	-	8,234	(1,845)	6,389

The Neonatal surgical group previously operated independently. During the year agreement was reached to incorporate the membership within The NNA and the special interest group is to be operated in cooperation with us. Funds were transferred to NNA, and these have been restricted to only be available for NNSIG expenses.

University Hospitals Plymouth agreed funding to provide free 1 year memberships with the NNA. This may only be used for this purpose.

16 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2023	Incoming resources	Resources expended	At 31 March 2024
	£	£	£	£
General funds	160,918	98,525	(131,162)	128,281

Previous year:	At 1 April 2022	Incoming resources	Resources expended	At 31 March 2023
	£	£	£	£
General funds	179,452	63,267	(81,801)	160,918

17 Analysis of net assets between funds

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
At 31 March 2024:			
Current assets/(liabilities)	128,281	6,389	134,670
	128,281	6,389	134,670

	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£
At 31 March 2023:			
Current assets/(liabilities)	160,918	-	160,918
	160,918	-	160,918

18 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

18 Related party transactions **(Continued)**

During the year, the charity received donations of £31,846 (2023: £34,434) from NNA Journal Limited, a company under the control of the chair of the charity. At the end of the year, the charity owed the company £Nil (2023: £Nil).

jamestodd&co
more than just accountants

Our Ref: OMR/TW/MA/THE039

STRICTLY PRIVATE AND CONFIDENTIAL
Ms Roisin McKeon-Carter
The Neonatal Nurses Association
Via Dropbox Sign

29 November 2024

Dear Roisin,

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

We have now completed the above and have uploaded the unaudited financial statements to Dropbox Sign for your review and approval.

We would like to draw your attention to the statement of financial activities including income and expenditure account. This gives a breakdown of the income and expenditure incurred during the year, and shows that a total deficit for the year of £26,248. This deficit was split into a £32,637 deficit in unrestricted funds and a £6,389 surplus in restricted funds.

Income has increased to £106,759 from £63,267 in the prior year, with the largest increase in other trading activities due to high membership income during the year. Expenditure has increased to £133,007 from £81,801 in the prior year, with the largest increase in charitable activities due to an increase in staff costs, with the charity employing 3 members of staff by the end of the year.

We have noticed that some of your expenditure is being included on Quickbooks based on when it is being paid, rather than when the expenditure was incurred. We would recommend including expenditure as and when it is incurred, rather than when it is paid.

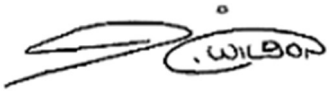
At the end of the year, the total funds of the charity decreased to £134,670 from £160,918 in the prior year. These funds are split £128,281 unrestricted and £6,389 restricted.

We have logged into your QuickBooks account and made the necessary adjustments so that the closing position at the year-end matches the financial statements.

If you have any queries please do not hesitate to contact me.

Going forward our preferred method of payment is Direct Debit and if you are happy for your payments to be collected this way we would ask you to please contact us and we will be able to send you the Direct Debit mandate for completion.

Yours sincerely,



Tricia Wilson FCCA AMIMA
Portfolio Manager | James Todd & Co

THE NEONATAL NURSES ASSOCIATION

England & Wales - Charity number 295696

Accounts

Charity registration number 295696

THE NEONATAL NURSES ASSOCIATION

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Doc ID: 9b9df2f54a5769e2ef444b04236411ff1976b144

THE NEONATAL NURSES ASSOCIATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr P Turton	
	Dr J Petty	
	Ms K Mainwaring	
	Mr C P Darby	
	Mrs K Gallagher	
	Ms K Harvey	
	Ms E S Lakhan-Hector	
	Mr S Javed	
	Ms R McKeon-Carter	
	Mr E M Fowell	(Appointed 6 April 2023)
Charity number	295696	
Independent examiner	Oliver Read FCCA ACA	
	James Todd & Co Limited	
	1 & 2 The Barn Oldwick	
	West Stoke Road	
	Lavant	
	Chichester	
	West Sussex	
	PO18 9AA	
Bankers	Lloyds Bank PLC	

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THE NEONATAL NURSES ASSOCIATION

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THE NEONATAL NURSES ASSOCIATION

CHAIRPERSON'S STATEMENT

FOR THE YEAR ENDED 31 MARCH 2023

We have had another impactful year having increased our membership offer. We launched our PhD support group for nurses considering or undertaking a PhD and hosted a mock interview session. We published resources to support members to publish their work and projects in our Journal, the Journal of Neonatal Nursing.

Our Linking Education & Research in Neonatal Care (LEaRN) SIG delivered 2 sessions with further opportunities to network and collaborate across the UK.

We launched our free student membership offer ensuring the future neonatal workforce can access our support. We delivered 3 webinars for our student members on interview skills, 'Turning your Dissertation into a Publication' and making the most of the neonatal placement. We also gifted our student members free access to our annual virtual conference held in March 2023.

Our conference 'Embracing Positive Workplace Culture' attracted hundreds of delegates from around the world. It was a day full of learning, sharing and examples of excellence showcasing thought-provoking projects and work.

We ran two webinars led by our Neonatal Transport Lead Trustee, sparking interest and enthusiasm and resulting in the development of the NNA Neonatal Transport SIG that will launch May 2023. One of our Neonatal Transport Scholars 2022, Adele Farrow, delivered a webinar on their scholarship project and ran a workshop at our conference. All 7 of our scholars 2022 presented their projects at conference.

In 2023 we awarded 5 more NNA members with scholarships supporting exciting and important projects and research. We look forward to supporting their work and seeing the developments throughout 2023.

The NNA celebrated neonatal nurses, AHPs and teams in 2022/23 by giving 3 prestigious awards to acknowledge the hard work and commitment of the neonatal workforce. We received a high quality of nominations and announced the winners of the Practice Development Award, Neonatal Nurse of the Year Award and the Neonatal Team of the Year Award 2023 at our conference. We know the 2022 winners benefited from their award with lifted morale, increased recognition of their work and increased opportunities to share their learning.

2022/23 also saw the NNA collaborating on the Get it Right First Time (GIRFT) neonatal workforce report. We also worked with the Clinical Reference Group, NHS England - Health Education England - Neonatal Programme Board - National Implementation Board (NIB) - National Bereavement Care Pathway (NBCP) - RCPCH - National Neonatal Audit Programme (NNAP), Neonatal Partnership Board, CAG (Clinical Advisory Group), MIS (Maternity Incentive Scheme) and NHSR (NHS Resolution).

The NNA wrote to all 4 CNOs highlighting workforce pressures and met with the Chair of the Neonatal APPG to raise the issue of safe staffing, recruitment and retention. The NNA raised the profile of neonatal nursing and supported nurses in Wales at the Mat/Neo safety summit in Cardiff.

We have also re-established our committee in Wales and launched a regional hub in the East of England. The NNA in NI hosted an in-person workshop and will deliver their conference in April 2023.

.....

Ms R McKeon-Carter

Chairperson

Date: 18 / 12 / 2023

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THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The Neonatal Nurses Association (NNA) is an independent national organisation representing neonatal nurses and steered by neonatal nurses. We promote neonatal nursing for the benefit of premature and sick newborns and their families throughout the country.

Vision

All neonatal nurses are supported to feel confident and valued in their roles to ensure all babies and their families experience optimal neonatal care.

Mission

We work to ensure every neonatal nurse is supported to be the best nurse they can be.

Values

We are open, inclusive, innovative, committed and supportive.

Our Core Aims

- All neonates and their families receive optimal care

As we work to support all neonatal nurses to be the best nurse they can be, we believe this will result in optimal care provision for all babies and families.

- Neonatal nurses' wellbeing and professional development is prioritised

The NNA offers education events, scholarships and awards to promote and celebrate professional development. The NNA consistently highlights the challenges experienced by neonatal nurses due to workforce pressures, and the lack of time and funding afforded to nurses for training and further education.

- Neonatal nurses are represented regionally and nationally

The NNA is a valued contributor representing neonatal nurses at local, national and international forums and meetings, influencing change and informing policy.

Public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

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NNA in NI

We are delighted that Colm Darby continued in his position as Chair of the NNA in Northern Ireland, working tirelessly to support neonatal nurses across the region. Colm has kindly provided us an update for the year below:

It is unfortunate that Northern Ireland remains without a functioning Executive or Assembly. This has impacted on NHS funding and allocation of finance priority resulting in reduced resources and support for neonatal services. The Neonatal Network of Northern Ireland remains a Non-Operational Delivery Network, reducing its ability to impact on care delivery across the region. However, with the lack of resource and funding, neonatal nurses in Northern Ireland remain dedicated to providing the best neonatal care available. The NNA has supported nurses across the region in developing their skills and knowledge to be informed of the latest evidence-based practice. The NNA in Northern Ireland joined forces with Queens University Belfast to deliver an Exchange Transfusion Workshop for neonatal nurses, delivered by neonatal nurses. The skills workshop was identified by the years previous conference attendees as an area of development and key education request.

The NNA values neonatal nurses' input in the direction of the association and through listening to the members and the workforce across the region, the committee in Northern Ireland were able to provide not just the Exchange Transfusion workshop but also the best attended Northern Ireland NNA conference to date. Interest in our conference themed around Optimising Neonatal Care spanned into the Republic of Ireland and England with delegates traveling to attend. The conference highlighted the amazing care delivery in Northern Ireland and facilitated the introduction of evidence-based practice on the PERIprem care bundles. Northern Ireland is scoping the PERIprem as a resource to improve outcomes for premature babies and as such, the NNA in Northern Ireland recognised the key role that neonatal nurses have on service development and implementation. Dr Sarah Bates and Sr Rosalind Freeman were keynote speakers at the conference and informed the delegates of benefits of PERIprem, highlighting the endorsement that the NNA has made on the service development resource.

In addition to the annual conference, the NNA in Northern Ireland hosted the All-Ireland Advanced Neonatal Nurse Practitioner forum which was supported by CHEISI. The forum gathered Advanced Nurse Practitioners working across all the neonatal units on the Island of Ireland. The forum facilitated sharing of practices, resource development and networking opportunities for ANNPs across the countries.

Northern Ireland's NNA committee are dedicated volunteers of neonatal nurses and midwives delivering neonatal care across the region. They use their resources and connections to maintain an association that responds to the needs of the neonatal nursing workforce in Northern Ireland. We look forward to the next 12 months when we can establish the NNA further across all health trusts in Northern Ireland.

NNA in Wales

This year we prepared to launch the NNA across Wales, working hard to bring together a team of like-minded professionals dedicated to supporting neonatal nurses in Wales. The new committee provides a broad range of expertise and experience, from education, senior nurses and advanced neonatal nurse practitioners.

We are delighted to be extending our support to Wales and can't wait for our official launch date later in the year.

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COINN and International Collaboration Update from Vice Chair Julia Petty

The NNA continues to collaborate and share learning internationally with support from our Vice-Chair Julia Petty.

Julia has attended 8 videoconference COINN Board meetings between April 2022 and April 2023.

COINN book - Julia is the lead editor for the COINN book, 'Neonatal Nursing: A Global Perspective' published in June 2022 by Springer publishers.

COINN news pages - Julia liaises with the COINN Board and Elsevier publishers for the coordination of the COINN news pages for each edition of the Journal of Neonatal Nursing (JNN). She collects, reviews and submits contributions from all COINN Board members, in conjunction with the editing team and Co-Editors in chief.

European Foundation for the Care of Newborn Infants (EFCNI) - Following on from Julia being an author/reviewer and coordinating NNA endorsement of the EFCNI Standards, the NNA is now one of the collaborative partners on all the Standards.

GLANCE - Julia is a member of the GLANCE (Global Alliance for the Newborn Care) Chair Committee. Through this activity, international collaboration and shared learning continues. Two remote meetings were attended.

Achievements and performance

NNA Awards

This year the NNA was delighted to present three awards: Neonatal Nurse of the Year, Neonatal Team of the Year, and the Practice Development Award. Each winner is recognised for their remarkable contribution to neonatal care and received £1,000 prize money to spend on optimising the neonatal journey for staff, babies and families.

Annual Conference

2023 – Embracing positive workplace culture

2 March 2023 - # NNAConf23

"Privileged to be involved in the NNA Conference 2023. Great to hear about the fabulous work being done in neonatal care."

In 2023 we welcomed over 200 delegates to our annual virtual conference 'Embracing positive workplace culture'. We heard from leading speakers throughout the day who addressed a wide range of exciting and inspiring topics. We would like to thank all the NNA scholars for adding to an excellent programme.

"So many fantastic examples of collaboration, innovation & improvements. Really well done to everyone."

As part of our commitment to supporting those considering a career in neonatal nursing, we gifted all of our student members an e-gift card that entitled them to free access to the conference.

In total, we had 264 registered delegates from across the UK and further afield, including delegates from Ireland, Canada, Portugal, Italy and Mexico.

"Fantastic day at the NNA conference. Fabulous to see so much innovation and dedication from the neonatal workforce. Great lessons learnt today… let people be heard, be kind and create an environment in which everyone can feel safe to grow."

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Endorsements

The NNA recognises and highlights educational events and resources through NNA endorsements. All endorsed events and resources are relevant to the continuing professional development (CPD) of neonatal nurses and AHPs, and improve the neonatal experience for staff, babies and their families.

NNA endorsement is based on a thorough review process. If you are planning an event or creating a resource that you would like us to consider, please get in touch via admin@nna.org.uk or visit our website for more information – www.nna.org.uk/endorsements

Current endorsements:

Bereavement Training International – Bereavement Training International provides specialist training for professionals to ensure families receive the best possible support and care.

Sensory Beginnings – A Neonatal Nurture Course designed to help neonatal professionals understand the role of sensory processing in early human development.

Neonatal Transitional Care Programme – A 12-week programme that provides participants with the fundamental knowledge and skills required to care for infants and families in a transitional or special care setting.

Neonatal Practitioner Training Modules – An initiative by the neonatal nutrition network for Sub-Saharan Africa.

National Neonatal Palliative Care Project – The National Neonatal Palliative Care Project aims to improve complex and palliative care, ensuring babies and their families receive equitable consistent care.

PERIPrem – Perinatal Excellence to Reduce Injury in Premature Birth (PERIPrem) is a unique perinatal care bundle of eleven interventions that demonstrate a significant impact on brain injury and mortality rates amongst babies born prematurely.

Yorkshire & Humber Neonatal ODN – The Yorkshire and Humber ODN Neonatal Foundation Programme aims to provide the newly qualified nurse with knowledge and skills that underpin neonatal nursing care.

The Butterfly Project – Online education course focusing on the feelings and experiences of parents who experience loss of one baby or more from a multiple pregnancy.

Psychology Staffing on the Neonatal Unit – Document written by the Lead Neonatal Clinical Psychologists who are funded to help implement the recommendations of the Neonatal Critical Care Review.

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Collaborations & Joint Working

Once again, the NNA has had the opportunity to work alongside a number of inspiring and progressive stakeholders. Our collaborations have helped us increase the reach of neonatal voices, ensuring the experience and expertise of neonatal nurses is given the opportunity to have an impact on the future of our industry.

For example, the NNA supported Bliss's Neonatal Leave campaign, and supported BAPM's call for there to be a National Neonatal Safety Champion. We also provided support for the HEE neonatal programme team by delivering 13 workshops on different areas of neonatal care to ensure their work and projects were informed by nursing insight and expertise.

Other collaborations have included:

- NHS Resolution MIS (Maternity Incentive Scheme) - NNA Chair Roisin McKeon-Carter was invited to join NHS Resolution MIS meetings and workshops. These events addressed workforce and transitional care and provided safety actions to be adhered to by all hospitals across the UK.
- Attended 2 HEE STAR workshops to inform Neonatal workforce projects.
- Collaborated with BAPM and AHP groups on the BAPM Spring conference.
- Represented by NNA Executive Karen Mainwaring within the Transform Clinical Reference Group (CRG).
- Contributed to the National Neonatal Audit Programme (NNAP) audit, which assessed whether babies admitted to neonatal units in England, Scotland and Wales received consistent, high-quality care.
- Collaborated with the Neonatal Implementation Board (NIB) via representative Claire O'Mara (former NNA Chair) to implement recommendations of the Neonatal Critical Care Review.
- Represented by NNA Chair Roisin McKeon-Carter on the UK Neonatal Partnership Board (NPB).
- Collaboration on the Get It Right First Time (GIRFT) neonatal workforce report. We continue to work against the targets within the report to promote a sustainable and skilled neonatal workforce.
- Collaborated with the National Bereavement Care Pathway (NBCP) to develop resources to help embed bereavement care standards in units across the UK (via member representatives)
- Worked alongside the NHS on the NHS Resolution service.
- Collaborated with BAPM and NHSE on the Implementing the Recommendations of the Neonatal Critical Care Transformation Review.

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Member events

Over the past 12 months the NNA has delivered 13 webinars and events on a wide variety of topics including neonatal transport, publishing, student placements, ANNP supervision, the CNO research report, interview preparation and a webinar on the Twin Loss Butterfly Project.

“Great webinar this morning by @NNAUK1 on how to turn your dissertation into a publication… scary but inspirational. Thank you!!”

“Can’t wait for the NNA webinar, they are always informative with expert subject matters from across the nation. Best of all it’s free for members.”

Our events are free for members, and some were open access with a small fee for non-members. We look forward to running a similarly varied and excited events schedule over the coming year, featuring titles highlighted by our members as being relevant and topical within the current neonatal environment.

LEARN SIG

The NNA LEARN group, which was launched in 2021, provides neonatal nurses involved in practice, education and research with the opportunity to discuss topics and advancements that shape the development of our profession.

Learn SIG meetings are held three times a year and include contributions from external speakers alongside facilitated discussion on topical themes. The subjects of this year’s meetings included Sustainability in the Neonatal, which was hosted by Dr Heather Baid, and the Integration of the CNO Research Report into Nursing Education & Practice, which was hosted by Prof Jo Cooper.

As we move into our third year, we look forward to further developing our forum to encourage greater national collaboration and to continue to facilitate new research.

Transport

This year we have run a number of webinars based around neonatal transport. These included Bringing the Principles and Practices of Developmental and Family Centred Care into Neonatal Transport, and A Progress Report on the Implementation and Use of the Kangoofix/Kacoon (Kangaroo Care in Neonatal Transport).

Demand for further information and support in neonatal transport has been great. This highlights a need for more webinars and events to cover some of the topics in this area that are of the greatest interest to our members. We hope to continue to develop our transport offering in the coming year.

NNA Scholarships

Since launching in 2021, the NNA has awarded 12 scholarships to neonatal nurses and AHPs to help each winner grow professionally and personally. We have been delighted to be able to support so many exciting and progressive projects, each of which will play a part in shaping the future of our profession.

“If you have any quality improvement ideas within your neonatal teams, I highly recommend applying for one of these scholarships! The @NNAUK1 have been so supportive throughout my project and it has certainly improved patient and family care. Get your applications in quickly!”

Each of our scholarships is linked with a scholarship lead to ensure our winning member has access to support and expertise, as well as funding, throughout the duration of the project. We also host scholar meetings to allow our scholars to learn from and collaborate in other projects.

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Financial review

Reserves policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Plans for future periods

It has been a busy year for the NNA as we worked hard on the foundations of our new, user-friendly website, launching our PhD support group, and extending our concessions for students.

As we move into another year, we plan to continue offering learning and collaboration opportunities to our members and non-members, which will included developing our focus on transport services, supporting ANNPs and alongside our members developing our SIG offer. We also look forward to awarding our next set of scholarships and celebrating another year of inspirational neonatal nursing with the NNA Awards.

We are excited to provide continuing support to members hoping to publish their work in the JNN, helping to ensure the continued development of neonatal care for babies and their families in the UK.

Structure, governance and management

The trustees who served during the year and up to the date of signature of the financial statements were:

Mr P Turton
Dr J Petty
Ms K Mainwaring
Mr C P Darby
Mrs K Gallagher
Ms K Harvey
Ms E S Lakhan-Hector
Mr S Javed
Ms R McKeon-Carter
Mr E M Fowell (Appointed 6 April 2023)

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Other matters

Journal of Neonatal Nursing

The Journal of Neonatal Nursing (JNN) is the scientific journal of the Neonatal Nurses Association. Our bi-monthly, research-based journal is targeted at industry professionals and is exclusively concerned with the advancing care of neonates and their families. We aim to encourage progress in all areas of neonatal care, including essential practice, management, education and health promotion.

The JNN is not just for nurses; we encourage a wide range of professionals working within neonatal care to use our journal as a forum for presenting and exploring new ideas. We strongly encourage cooperation between professionals; partnerships across roles within neonatal care helps to promote innovation and provide learning opportunities to help improve the care of neonates and their families.

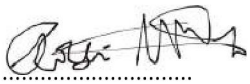
Tweet: “Thank you @NNAUK1 for the support to share my reflections as a neonatal parent & Service User Representative in a 3-part series in the Journal of Neonatal Nursing.”

To help our members publish in the JNN, we provide online video guides that include all the information you need to turn your project into a discussion paper, research paper, case report or reflection that can be submitted to the JNN. All articles are critically reviewed by professionals working in the appropriate field.

Tweet: “My fourth published PhD paper but my first original research one! Absolutely delighted. Another step in improving outcomes for our Irish neonatal infants.”

If you would like to submit your work for publishing but you have questions about the process, please contact Julia Petty (NNA Trustee) for support at julia@nna.org.uk.

The trustees' report was approved by the Board of Trustees.



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Ms R McKeon-Carter

Trustee

Date: 18 / 12 / 2023

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THE NEONATAL NURSES ASSOCIATION

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF THE NEONATAL NURSES ASSOCIATION

I report to the trustees on my examination of the financial statements of The Neonatal Nurses Association (the charity) for the year ended 31 March 2023.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Oliver Read FCCA ACA
James Todd & Co Limited
1 & 2 The Barn Oldwick
West Stoke Road
Lavant
Chichester
West Sussex
PO18 9AA
England

Dated: 21 / 12 / 2023

Doc ID: 9b9df2f54a5769e2ef444b04236411ff1976b144

THE NEONATAL NURSES ASSOCIATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Income and endowments from:			
Donations and legacies	**2**	44,365	28,949
Other trading activities	**3**	18,468	40,313
Investments	**4**	234	18
Other income	**5**	200	1,517
Total income		63,267	70,797
Expenditure on:			
Raising funds	**6**	14,589	14,553
Charitable activities	**7**	67,212	48,843
Total expenditure		81,801	63,396
Net income/(expenditure) and movement in funds		(18,534)	7,401
Reconciliation of funds:			
Fund balances at 1 April 2022		179,452	172,051
Fund balances at 31 March 2023		160,918	179,452

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

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THE NEONATAL NURSES ASSOCIATION

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	**12**		-		1,815
Current assets					
Debtors	**13**	10,542		-	
Cash at bank and in hand		162,549		181,958	
		173,091		181,958	
Creditors: amounts falling due within one year	**14**	12,173		4,321	
Net current assets			160,918		177,637
Total assets less current liabilities			160,918		179,452
The funds of the charity					
Unrestricted funds			160,918		179,452
			160,918		179,452

The financial statements were approved by the trustees on 18 / 12 / 2023

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Ms R McKeon-Carter

Trustee

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1 Accounting policies

Charity information

The Neonatal Nurses Association is a charity registered with the Charity Commission of England and Wales, number 295696. The Charity is governed by a Trust Deed dated 10 April 1987 as detailed in the Trustees' Report.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Trust Deed, the Charities Act 2011, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

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1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	15% straight line
Computers	25% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

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1 Accounting policies **(Continued)**

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Income from donations and legacies

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Donations and gifts	34,622	24,699
Grant income	9,743	4,250
	44,365	28,949

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3 Income from other trading activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Membership subscriptions	12,454	25,526
Conference fees	6,014	14,787
Other trading activities	18,468	40,313

4 Income from investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	234	18

5 Other income

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Other income	200	1,517

6 Expenditure on raising funds

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Fundraising and publicity		
Conference fees	14,589	14,517
Northern Ireland group	-	36
	14,589	14,553

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7 Expenditure on charitable activities

	Unrestricted funds 2023	Unrestricted funds 2022
	£	£
Direct costs		
Share of support and governance costs (see note 8)		
Support	62,467	45,780
Governance	4,745	3,063
	67,212	48,843
Analysis by fund		
Unrestricted funds - general	67,212	48,843

8 Support costs allocated to activities

	2023	2022
	£	£
Staff costs	35,758	23,402
Depreciation	1,816	947
Website costs	7,315	4,943
Recruitment costs	619	4,398
Admin assistance costs	3,789	3,494
Office expenses	4,002	2,779
Awards	1,139	2,143
Scholarship costs	5,619	1,703
Executive expenses	-	1,018
Webinar training costs	410	800
	2,000	-
Other expenses	-	153
Governance costs	4,745	3,063
	67,212	48,843
Analysed between:		
Unrestricted funds	67,212	48,843

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8 Support costs allocated to activities **(Continued)**

Governance costs comprise:	**2023** **£**	**2022** **£**
Legal and professional	588	967
Accountancy	2,171	1,750
Bank fees	1,986	346
	4,745	3,063

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

10 Employees

The average monthly number of employees during the year was:

	2023 **Number**	**2022** **Number**
	1	1

Employment costs	**2023** **£**	**2022** **£**
Wages and salaries	34,194	22,235
Other pension costs	1,564	1,167
	35,758	23,402

There were no employees whose annual remuneration was more than £60,000.

11 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

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12 Tangible fixed assets

	Fixtures and fittings	Computers	Total
	£	£	£
Cost			
At 1 April 2022	798	7,266	8,064
At 31 March 2023	798	7,266	8,064
Depreciation and impairment			
At 1 April 2022	630	5,618	6,248
Depreciation charged in the year	168	1,648	1,816
At 31 March 2023	798	7,266	8,064
Carrying amount			
At 31 March 2022	168	1,647	1,815

13 Debtors

	2023	2022
Amounts falling due within one year:	£	£
Trade debtors	10,542	-

14 Creditors: amounts falling due within one year

	2023	2022
	£	£
Other creditors	-	933
Accruals and deferred income	12,173	3,388
	12,173	4,321

15 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2022	Incoming resources	Resources expended	At 31 March 2023
	£	£	£	£
General funds	179,452	63,267	(81,801)	160,918

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15 Unrestricted funds **(Continued)**

Previous Period:	At 1 April 2021	Incoming resources	Resources expended	At 31 March 2022
	£	£	£	£
General funds	172,051	70,797	(63,396)	179,452

16 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

During the year, the charity received donations of £34,434 (2022: £24,699) from NNA Journal Limited, a company owned by the chair of the charity. At the end of the year, the charity owed the company £Nil (2022: £933).

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THE NEONATAL NURSES ASSOCIATION

England & Wales - Charity number 295696

Accounts

NEONATAL NURSES ASSOCIATION

"THE GREATER THE NUMBER, THE LOUDER THE

NEONATAL NURSES ASSOCIATION ANNUAL REVIEW 2021/22

CHAIR REPORT

ROISIN MCKEON-CARTER | CHAIR

Firstly, I would like to acknowledge the difficult year you, our members, have had in 2021-22 due to the ongoing Covid19 pandemic which has impacted on nurse staffing levels in neonatal units. The NNA would like to thank you for working tirelessly to keep the babies and families safe in your care.

My first year as the NNA chair has been busy and exciting. Along with the NNA Trustees we welcomed additional Board members to include Digital, Finance and Legal Trustees. Despite the challenges that Covid 19 has brought the NNA, we have focussed on your feedback. Members asked us to provide more education, therefore we have delivered 13 webinars on a range of interesting topics, an ANNP symposium and the annual virtual conference. These events were well attended and facilitated networking and building new relationships, albeit virtually.

Your feedback told us you wanted more from your membership; therefore, we launched our scholarships in 2021 including Research & Education, Travel and a Transport Scholarships. The exceptional standard of applications was inspiring, and the NNA are delighted with the innovative work being undertaken through our scholarship programme.

Member feedback told us that we need to improve our website, therefore we are currently working on a website update and we have great ambition for it to support your work locally by engaging with regional and national colleagues and educational resources. If you would like to be involved in informing our site, please do get in touch with us.

Members told us that it is difficult to join the NNA, therefore the online process has been simplified and there is ongoing work to continually improve this.

In the past year the NNA have had excellent engagement with stakeholders in neonatal care and continue to raise the profile of our neonatal nurses and consequently the babies and families in our care. Reports from NHSE have informed us that there is a paucity of neonatal nurses nationally. Therefore, the NNA have supported HEE and the Neonatal Lead Nurses Group in highlighting our wonderful speciality with the #BeANeonatalNurse campaign. We are working with universities engaging with undergraduate nurses running Neonatal Nurse Masterclasses and offering free membership for students to avail of our educational webinars, conference and our Journal of Neonatal Nursing.

Our ambition for next year is to continue our offer outlined above for education and member development. We will also work with stakeholders to 'ask' for support to have other clinical and 'quality roles' commissioned as well as 'cot-side' nurses including transitional care, outreach, practice development, research/QI, BFI, FICARE and governance to support neonatal nurses to achieve optimal care for the babies and families in your care.

I would like to hear your feedback on how we are doing and look forward to working with you our existing members and those new members that we would love to join.

A message from Roisin – watch here now

ABOUT US

We are the Neonatal Nurses Association. The national organisation representing neonatal nurses and promoting neonatal nursing for the benefit of nurses, neonates, and their families.

VISION

All neonatal nurses are supported to feel confident and valued in their roles to ensure all babies and their families experience optimal neonatal care

MISSION

We work to ensure every neonatal nurse is supported to be the best nurse they can be.

OUR CORE AIMS

1. Neonatal nurses are represented regionally and nationally

The NNA is a valued contributor representing neonatal nurses at local, national and international forums and meetings, influencing change and informing policy.

2. Neonatal nurses' well-being and professional development is prioritised

The NNA offers education events, scholarships, and awards to promote and celebrate professional development. The NNA consistently highlights the challenges experienced by neonatal nurses due to workforce pressures and the lack of time and funding afforded to nurses for training and further education.

3. All neonates and their families receive optimal care

As we work to support all neonatal nurses to be the best nurse they can be, we believe this will result in optimal care provision for all babies and families.

THE TEAM

In March this year we welcomed 3 new Trustees. Part of our focus this year has been to ensure that we have the experience and skills at board level to support the NNA to grow and develop sustainably and with increased impact.

We are delighted to introduce Shahid ,Elisa and Damon

SHAHID JAVED
NNA TREASURER

Shahid is a highly resourceful and proactive Chartered Accountant and Chartered Financial Analyst. He served over 20 years in senior management positions in the Middle East and in the UK. Besides his career in the financial and investment industry, he is also passionate about teaching, and delivers lectures in universities and colleges for advanced level professional courses and masters classes.

As Treasurer and Trustee of the NNA, Shahid will lead us in developing our finance systems and processes.

ELISA LAKHAN-HECTOR
NNA DIGITAL LEAD

Hi, my name is Elisa and I am Head of Enterprise Architecture at Health Education England. I am responsible for baselining where HEE currently is, understanding our vision and strategic goals, plotting the journey to go from one to the other and identifying how digital and IT can enable that journey effectively.

I have always had a passion for technology, so I am honoured to be the Digital Lead Trustee for the NNA. As well as bringing the 3 E's: Expertise, Experience and Enthusiasm, to the role, I am interested in understanding and learning from the NNA community. I cannot wait to see the new heights the NNA can achieve as we embark on this exciting journey together.

DAMON BROAD
NNA LEGAL LEAD

Damon is a highly experienced senior Manager with over 25 years' experience in both the corporate and NHS sectors working for some of the largest blue chip organisations both outside the NHS and within the wider healthcare sector.

We look forward to working with Damon and we're delighted to have him on board.

In 2021 we said farewell to 2 wonderful people that have given so much time and care to the NNA during their time as trustees. Thank you to Andrea Mayes and Clare Payne who stepped down in 2021. We really do appreciate everything you have done for the NNA. Thank you also to our existing team!

RÓISÓN MCKEON-CARTER
NNA CHAIR

JULIA PETTY
VICE CHAIR &
EDUCATION SIG

CATH HOLDER
NNA
OUTGOING TREASURER

CHERYL TITHERLY
NNA MANAGER

PATRICK TURTON
NNA EXECUTIVE

KELLY HARVEY
NNA EXECUTIVE

KAREN MAINWAIRING
NNA EXECUTIVE

KATIE GALLAGHER
EDUCATION/RESEARCH SIG

COLM DARBY
NI CHAIR

KIRSTY DE WET
DESIGN/WEB/
SOCIAL MEDIA

BREIDGE BOYLE
CO-EDITOR
OF THE JNN

LESLIE ALTIMIER
CO-EDITOR
OF THE JNN

NNA IN NI

The Northern Ireland regional group continued their dedication to neonatal nurse education and professional development. The NI regional group organised, hosted and presented at various webinars throughout the year ensuring that Northern Ireland's neonatal practice was highlighted as a pillar of excellence and progression.

With COVID restrictions reducing and social gatherings risk assessed, it provided the opportunity for the regional group to come together after a long time apart physically. It was a boost to the already amazing compassion and support that this group dedicates in their own time to ensuring that all trusts in Northern Ireland are involved in neonatal care delivery and disseminating great practice through their members.

2021 has been an amazing year of growth for the Neonatal Nurse Association, the last year has seen a growth in trust representation across Northern Ireland and progression for some of the group on to new careers and directions out of neonatal care. The regional group looks fondly on the impact that the representatives have had on the region during their time as neonatal nurses and midwives. As reps have left, new enthusiastic representatives have joined the family increasing the spread of trust representation to include all trusts across the region including the transport service- NISTAR.

As the world adjusts to the reduction in COVID restrictions- learning from practice is important especially within in neonatal care and how family integration is a model to be embedded in neonatal care to ensure that babies and their families remain at the centre of the care delivery service. The Northern Ireland regional group looks forward to the future with plans to organise local workshops, education sessions, advanced practice forum and regional conference.

#Beaneonatalnurse

We always aim to promote neonatal nursing to the benefit of nurses, babies and families. This year we were delighted to support the Neonatal Operational Delivery Networks (ODNs) with an awareness campaign, which we hope you saw #beaneonatalnurse.

#beaneonatalnurse remains an on-going call, but during a short week in March enabled us to promote key messages such as:

- Adult nurses and midwives can become neonatal nurses
- Student nurses can request a neonatal placement as part of their course
- There are career options within neonatal nursing, such as advanced practice and research

Watch our trustee, ***Colm Darby***, speaking here about #beanenoatalnurse

#beaneonatalnurse PROMO VIDEO

Please visit our website and share #beaneonatalnurse to help us promote neonatal nursing. CLICK HERE

NNA AWARDS

This year we gave 3 awards. Each winner is recognised for their brilliant contribution to neonatal care and received £1,000 prize money to spend on optimising the neonatal journey for staff, babies and families.

Neonatal Nurse of the Year

Jo Bennett

This award was sponsored by Drager.

I wanted to put the money to best use for families and with the current cost of living crisis I thought that some support to help families a little financially may help alleviate some of the pressures whilst they have a baby on the neonatal unit. I discussed this with our matron who agreed.

I purchased a stock (22) of £40 Tesco vouchers to be given to parents to help with food, nappies, baby clothes etc. I have given these to the matron and ward manager to distribute to families (particularly to those most in need who don't qualify for other support)

I also made up some emergency toiletry packs (6 for mums and 6 for dads). Each contain a toothbrush, a small tube of toothpaste, a comb, deodorant, shampoo and body wash. These are for any parents who might be staying in the parent accommodation but do not have access to their own toiletries e.g. their baby was transferred to the unit for an uplift in care and they did not have time to pack.

Lastly, I purchased a stand and new bedding for the Moses basket which is used when a baby has died.

Neonatal Team of the Year

North West ODN Workforce and Education Team

This award was sponsored by Armstrong Medical

This award was given in recognition of the impact this team had in delivering the Neonatal Induction Programme, the first element of the NW pathway to QiS, in the recruitment and retention of nurses new to neonatal care since 2002 and their commitment above and beyond to convert to virtual learning during the C19 pandemic.

The team took the opportunity to develop the programme to include elements of local and national significance, increased the number of invited speakers who were encouraged to deliver sessions focused on how the new staff can make a difference, for example: FiCare, term admission and optimisation.

Practice Improvement Award

Transitional Care Nursery Nurses Kirkcaldy Hospital

We have been busy liaising with neonatal teams across Scotland after our profile was raised through winning your practice improvement award.

The team at Wishaw General have been featured on a TV documentary "Tiny Lives" and we been sharing ideas and information to further improve our practice including swaddle bathing and noise reduction to lower stress levels.

We have also received many requests from departments within our own maternity service for information on transitional care, and we are currently working on a training package so staff in all areas provide relevant information to expectant and new parents of pre term babies.

A decision is yet to be made for the prize money as we are determined to spend this with maximum benefit for our Fife families, and its lovely to have this available to use.

"On receiving the award, the nursery nurse team are delighted that we have been recognised for our hard, but fulfilling work within the transitional care area, and this has encouraged us to continue to support our patients, work with other departments and reflect on our care and practice."

ANNUAL CONFERENCE

Optimising the Neonatal Journey

3 MARCH 2022 - #NNAConf2022

"Thank you for a very interesting, inspiring day!"

Following on from the success of our 2021 conference, the NNA decided to run a virtual conference again in 2022. With great support from CFS Events throughout the day we delivered an impactful, informative, and inspiring event touching on a wide range of relevant and interesting topics.

Thank you to all our great speakers who delivered an excellent programme.

CLICK HERE TO DOWNLOAD THIS YEARS PROGRAMME

"I felt proud of being a neonatal nurse and proud of Sophie for sharing her personal journey and that of her family."

Congratulations to our poster winners (as voted by delegates) -
Best poster - Rachel Cashmore, Neonatal Community Outreach Sister, Worcestershire Acute Hospitals NHS Trust- Phototherapy at home - The way forward for neonatal community outreach

Best Verbal Poster Presentation - Natalie Shenker, Research Fellow, Imperial College London - How do parents feel when their infants receive donor human milk?

"Thank you all very much for a great day of education."

@NeoFeedingSoph

What a great day at #NNAConf2022 today. Thank you @NNAUK1 and all that presented for such a great conference and thank you @ LeedsNeoEd for arranging my place!

Thank you to our exhibitors, sponsors and supporters, without whom, we would not have been able to deliver this valuable event.

Chiesi
People and ideas for innovation in healthcare

Dräger

SLE

Inspiration HEALTHCARE

Armstrong Medical

INTERSURGICAL
COMPLETE RESPIRATORY SYSTEMS
Quality, innovation and choice

Oxygen Care

MALTRON
Your health our vision

RADIOMETER

VAPOTHERM

mQm

NPEU
Clinical Trials Unit

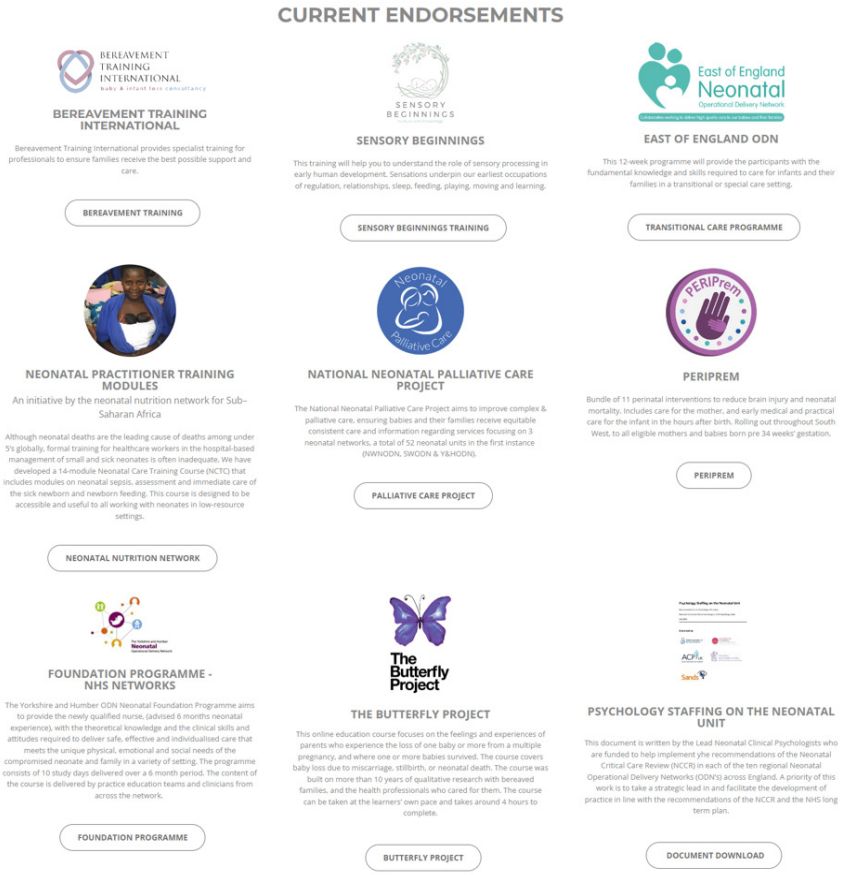
ENDORSEMENTS

Neonatal nurses and AHPs can look for NNA endorsed events & resources and have confidence that the content is of high-quality and relevant to your role.

NNA endorsement recognises and highlights relevant educational events and resources that will contribute to NNA members' continuing professional development (CPD) and improve the neonatal experience for staff, babies and their families.

NNA endorsement is awarded following a thorough review process. The applicant must demonstrate the quality of the event or resource during the application process. You can view NNA endorsed events on our website

If you are planning an event or creating a resource and you would like to seek NNA endorsement, please get in touch via admin@nna.org.uk or visit our website for more information - https://nna.org.uk/endorsements/



MEMBER EVENTS

Over the year the NNA delivered 13 webinars on a great mix of topics including neonatal surgery, transport and nutrition, palliative care, the importance of providing culturally competent care for diverse babies, understanding newborn behaviour and human factors.

"Fantastic to hear about the research!"

"Thank you very much. A very interesting morning!"

We also ran an ANNP symposium, a day long event with excellent engagement, learning, discussion and networking for ANNPs across the country.

"It was great to have a safe space to talk and hear from others."

We ran a supportive session for neonatal ward managers, one we plan to incorporate into our on-going offer for members.

"Thank you, a really supportive session. Peer support is underrated – thanks again!"

It was a really great session! Was great seeing how AHPs work together through the case study presentation! Thank you!

Thank you for a very interesting webinar!

All of these events were free for members to attend, some were open access with a small fee for non-members.

LEARN SIG

The NNA LEARN group provides a forum for neonatal nurses involved in practice, education and research to come together and discuss topics of importance which shape the on-going development of our profession. In 2021-2022 membership of the group continued to grow, with 84 members across the UK representing different care settings and universities.

Meetings are held try-annually with a mix of external speakers and facilitated discussion. Between March 2021 and March 2022, we held 2 meetings including my first as Chair of the group.

Prior to the first meeting of 2021 in April, a survey was conducted amongst LEARN members to identify group aims and objectives moving forward. At the meeting the results were discussed, and a plan made to outline the format of upcoming meetings. In October 2021, we introduced our first external speaker to the group, Danielle Upton from HEE, to present and lead a discussion on the Neonatal QIS Education & Training review.

In between meetings the group has facilitated shared discussion amongst colleagues, job vacancies between units, introductions to the role of peer review, and the sharing of information regarding conferences, research and education funding, and important upcoming events in neonatal care.

As the group progresses throughout 2022 - 2023, we look forward to the development of national collaborations within the LEARN group to facilitate neonatal nursing led research across the UK.

NNA SCHOLARSHIPS

In 2021 the NNA launched our scholarships for members. We opened 3 scholarships for application and were delighted with the response from our members, with so many interesting and inspiring projects put forward. The NNA is keen to support our members and in 2021 awarded 7 scholarships.

The NNA travel scholarship has given me an amazing opportunity to work on a collaborative project in Edinburgh. The NNA team are very encouraging for neonatal nurses to take up new and exciting challenges. They supported and guided me with useful advice throughout the scholarship. Do apply if you have interesting project you want to work on! NNA Scholar, 2021

As well financial support, NNA scholars are paired with a scholarship lead to offer support throughout their project and afterwards. We arrange scholar meetings to encourage sharing, off-loading, learning and collaboration across the projects. NNA scholars 2021 also benefited from a bespoke session on publishing their project with input from several of our board, including Dr Katie Gallagher and Dr Julia Petty.

I learnt a great deal from the Scholarship support session that the NNA provided- it helped me focus my intentions for the project and helped me understand how best to plan for the trip.

NNA SCHOLARSHIP 2021

We are delighted to introduce our 2021 NNA scholars:

TRAVEL SCHOLARSHIP

YOKO NISHIMURA

Yoko Nishimura is a senior neonatal neurology nurse at University College of London Hospitals. Yoko will visit the Neonatal Unit – The Simpsons Centre for Reproductive Health Royal Infirmary, Edinburgh in order to gain insight and practical know-how for implementation of the NIRS (Near Infrared Spectroscopy) monitoring device for neonates

TRAVEL SCHOLARSHIP

FAIZAH ALI

My name is Faizah, I am a senior neonatal nurse at UCLH.

I am passionate about organ donation as a subject and am currently undertaking a Chief Nurse Research Internship on neonatal organ donation. With my travel scholarship, I will be visiting a neonatal unit that currently practices organ donation. The scholarship will help us as a unit to develop a relationship with another unit that has been successful in achieving this. A combination of my research and the travel scholarship will help facilitate the process of offering neonatal organ donation at UCLH.

TRAVEL SCHOLARSHIP

Sue Thompson, Rachel Collum, Ailie Hodgson, Claire Campbell

The aim of our project is to examine how harmonisation of aims is achieved between parents and clinicians in international neonatal units renowned for having an effective and embedded FICare model. Understanding the parents voice is crucial, both within the aims of this research, but also more generally as a culture we want to create within the UK.

EDUCATION SCHOLARSHIP

ALICE GAIR

Up to 50% of babies who start their lives on a neonatal unit will go on to present with sensory processing differences which can significantly impact quality of life for both a child and their family. As part of my role as a Neonatal OT I am dedicated to working with the nursing team and families to improve sensory developmental care.

This is a key part of true Early Intervention whilst also promoting awareness of the value of Occupational Therapy as regional neonatal networks move closer to enhancing Allied Health Profession (AHP) provision.

The NNA education scholarship will facilitate Nursing Sensory Champions to complete the Sensory Babies Course and work alongside OT to embed improved practice within the culture of the unit within a designated action plan.

EDUCATION SCHOLARSHIP

KELLY CROFTS

I am very grateful to have been awarded an NNA scholarship. For my MSc dissertation I am undertaking a Quality Improvement Project and am excited to move forward with the project with help from the NNA scholarship. Working in a busy Tertiary Level 3 unit the environment can generate a lot of noise which has been linked to poorer neurodevelopmental outcomes.

My QI project involves measuring the current sound levels on the unit and comparing them to guidelines recommended by the American Academy of Paediatrics. With the help of the NNA scholarship, I will purchase a meter that will accurately collect sound levels and analyse the data. The aim of the project is to reduce noise levels within the neonatal environment to promote optimal neuro-development. This project is part of a wider vision to improve neuroprotection and family-integrated care on our unit.

EDUCATION SCHOLARSHIP

VERA GRENHA

This project is a small service evaluation project looking into the experience of our neonatal nurses using the Intraventricular Haemorrhage (IVH) Care bundle. The IVH bundle was introduced in our unit earlier this year and aims to reduce the incidence and severity of IVH in babies born at less than 30 weeks gestational age. This research focuses solely on the outcome of incidence and severity of IVH. Whilst the research has been varied in terms of the effectiveness of the bundle, I have found no research relating to nursing the baby whilst they are on the bundle.

This project will enable me to investigate what is working well and where the challenges lie which will help us to improve how we educate and support our nurses. This will ultimately improve the care of our smallest, most vulnerable babies.

TRANSPORT SCHOLARSHIP

ADELE FARROW

Adele Farrow is an Advanced Neonatal Nurse Practitioner (ANNP). Adele works for the NEST Transport service based in Bristol and is passionate about improving the transport experience for both patients and their families. Neonatal care is moving towards a zero-separation culture, encouraging parents to remain with their baby, but transport episodes have historically caused challenges in maintaining close contact. Sweden is known for its excellent developmental and family centred care and research shows they have demonstrated successful and safe transport of infants receiving kangaroo care.

The scholarship will fund Adele and a transport nurse to travel to Sweden where they can meet with the transport teams who have introduced this concept and explore the equipment and skills needed to introduce it safely. Adele will bring this knowledge back to the transport team in Bristol where she plans to explore and develop kangaroo care during transport within the Southwest Neonatal Network.

This scholarship is funded by the Kate Farrer Foundation.

THE KATE FARRER FOUNDATION

JOURNAL OF NEONATAL NURSING

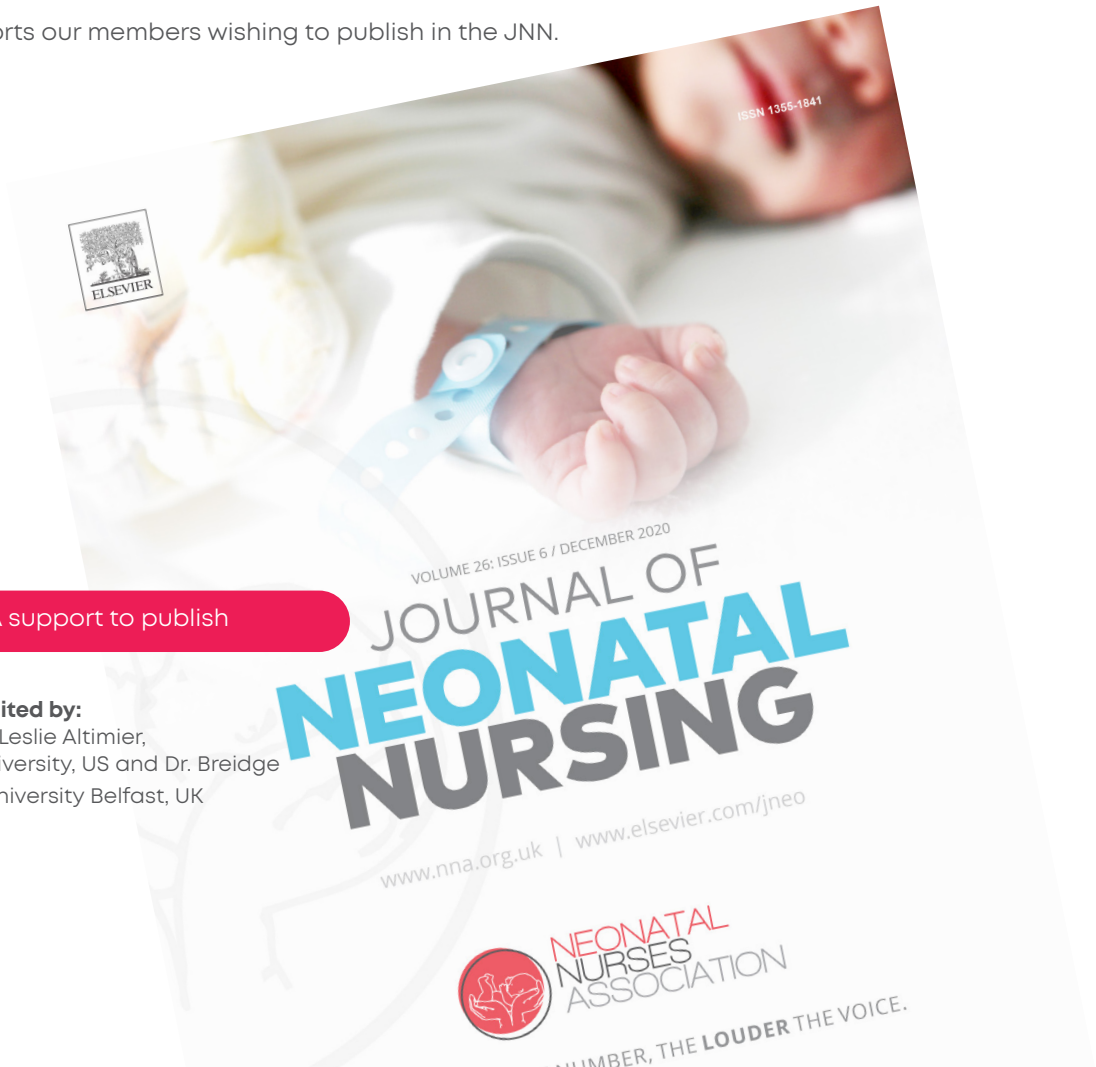
The Journal of Neonatal Nursing (JNN) is the journal of the Neonatal Nurses Association. The JNN is the practical, bimonthly, research-based journal for all professionals concerned with the care of neonates and their families, both in hospital and the community. It aims to support the development of the essential practice, management, education and health promotion skills required by neonatal professionals.

The JNN provides a forum for the exchange of ideas and information between the range of professionals working in this field to; promote cooperation between these professionals; facilitate partnership care with families; provide information and informed opinion; promote innovation and change in the care of neonates and their families; and provide an education resource for this important rapidly developing field.

All articles are critically reviewed by professionals working in the appropriate field.

You are invited to submit an article to the Journal of Neonatal Nursing. You can share a reflective piece, an example of best practice, a quality improvement project or share your research. If you would like to publish, but you are unsure, please contact Julia Petty (NNA trustee) for support and further information julia@nna.org.uk.

The NNA supports our members wishing to publish in the JNN.



NNA support to publish

The JNN is co-edited by:
Assoc. Professor Leslie Altimier, Northeastern University, US and Dr. Breidge Boyle, Queen's University Belfast, UK

MEMBER REPRESENTATIVES

NNA members represent neonatal nurses and the NNA on several national projects including the National Bereavement Care Pathway (NBCP). NNA members Jacqueline and Jo sit on the NBCP core project group, working with Sands, Bliss, the RCM, the RCGP and others to inform and develop the NBCP. We are grateful to everyone that gives their time and expertise to represent the NNA and neonatal nurses – thank you!

NNA member Jackie Smith answered a call out in one of our member updates for someone to volunteer as the NNA representative for the RCPCH/HEE Paediatric and Neonatal Framework.

This was Jackie's experience, thank you for sharing Jackie:

We looked at domains, learning outcomes and key capabilities. Each domain is related to an important area of professional practice. Each domain has one or occasionally 2 learning outcomes which gives rise to a number of key capabilities. The key capabilities cross-reference to the HEE ACP framework.

The aim of the neonatal writing group was to generate a list of specific "illustrations" that allow a student to demonstrate they have met a key capability. Illustrations can be clinical scenarios or any professional learning experience. These will then translate into workplace-based learning opportunities (such as discussing and reflecting on a clinical case, writing a reflection, undertaking a practical procedure under supervision, presenting on a ward round, attending a mortality/morbidity review, doing a case presentation for a ward teaching etc).

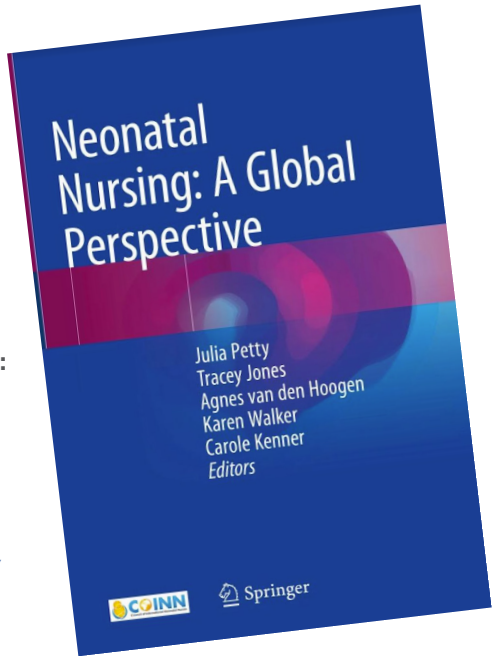
IF YOU ARE INTERESTED IN REPRESENTING NEONATAL NURSES ON BEHALF OF THE NNA, PLEASE KEEP AN EYE OUT FOR THE MEMBERS UPDATES YOU WILL RECEIVE AS A MEMBER OF THE NNA. PLEASE ENSURE WE HAVE YOUR CORRECT EMAIL ADDRESS.

You can update your member details here or please email admin@nna.org.uk.

COLLABORATIONS & JOINT WORKING

The NNA has worked closely with many stakeholders this year to ensure the voice, experience and expertise of neonatal nurses is heard and feeds into regional and national projects. Our collaborations have included:

- Clinical Reference Group, NHS England
- Health Education England
- Neonatal Programme Board
- National Implementation Board (NIB)
- National Bereavement Care Pathway (NBCP)
- RCPCH/HEE ACP Framework
- National Neonatal Audit Programme (NNAP)
- Get it Right First Time (GIRFT) neonatal workforce report



Council of International Neonatal Nurses (COINN): The NNA was represented at monthly COINN board meetings between April 2021 and March 2022. Our Vice-Chair, Dr Julia Petty was the lead editor for the COINN book published in Jan 2022-'Neonatal Nursing – A Global Perspective' with Springer publishers- *https://link.springer.com/book/10.1007/978-3-030-91339-7*

GLANCE (Global Alliance for Neonatal Care) committee member- Julia Petty represented the NNA on the 'Zero Separation' report published Summer 2021– see pages 13 and 248 *https://www.glance-network.org/wp-content/uploads/Content/Downloads/ZeroSeparation/COVID-Report/ZeroSeparation_FullReport.pdf*

EFCNI (European Foundation for the Care of the Newborn Infant) - Julia Petty is a reviewer/ expert-group member of the European Standards of Care for Newborn Health – Education and Training *https://newborn-health-standards.org/standards/standards-english/education-training/topic-expert-group/*

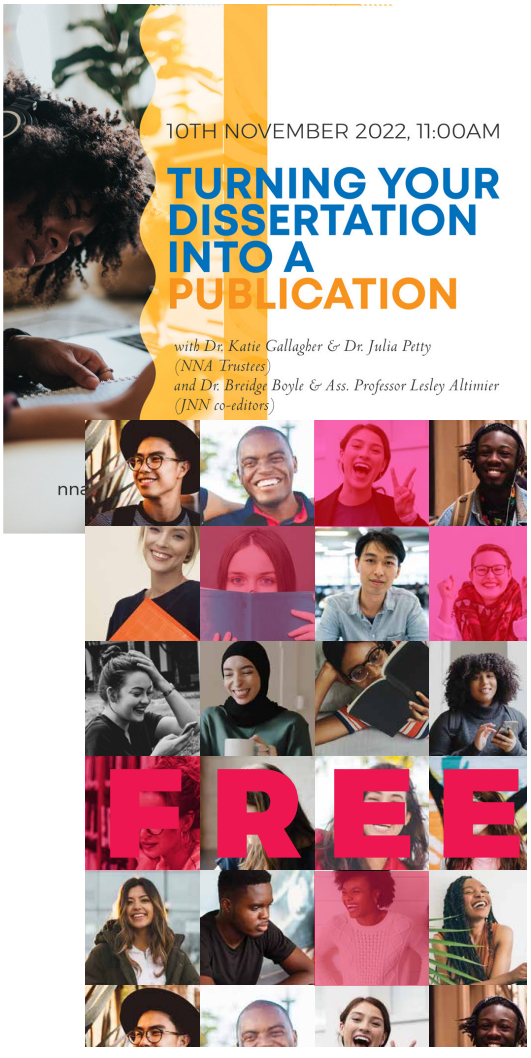
We also completed the EFCNI Standards survey

LOOKING AHEAD

We have had a busy year launching our 3 NNA scholarships, NNA endorsement and delivering a full programme of member events.

Looking ahead we plan to continue to offer valuable learning opportunities to members and non-members. We plan to develop our scholarships and awards.

We also plan to continue supporting our members to publish their work in our journal, the Journal of Neonatal Nursing. We will launch a PhD support group for those considering or embarking on a PhD and we will strengthen our offer to student members of the NNA.



DEAR MEMBERS,

A big thank you to all NNA members over the last year for engaging with our survey, which gave us valuable and important information to take forward.

Thank you for joining our events, engaging with us on social media, meeting with our Manager, Cheryl Titherly, and sharing your views and feedback to inform our work and focus.

Without our members and supporters, we could not exist to support neonatal nurses and all neonatal staff to feel confident and valued within their roles.

Your support has enabled us to promote neonatal nursing nationally, represent neonatal nurses and nursing on regional and national projects and we have been able to support neonatal nurses with scholarships, awards, learning events and our conference. We have also been able to complete a lot of work in background to strengthen our foundations to enable us to grow sustainably in the future.

HOW YOU CAN HELP

You can help neonatal nurses feel supported, valued, and confident. You can positively impact the experience of neonatal care for staff, neonates and their families **in the following ways:**

- Become a member – Join Here
- Support us while you shop - Easy Fundraising

- Sponsor a webinar, learning event or resource
- Pro bono support: do you have or know someone with the following skills? Could you or they gift us time and expertise?

We need support with:
- Marketing
- Diversity, Equity & inclusion
- Digital Fundraising
- Social Media

If you would like to join the NNA or you would like to support us in another way, please contact us at admin@nna.org.uk

FINANCE REPORT 21-22

This year has again remained financially stable and together with constant royalties from Elsevier we are in an excellent financial situation. Due to travel restrictions our board meetings have been held on line throughout this year.

We welcomed our new manager, Cheryl, into the team in March 2021 and over the year Cheryl has instigated webinar's and endorsements which brought in some income. In September 2021 4 scholarships were awarded of which some of these expenses will be ongoing in the next financial year 22-23. At the annual conference in March 2022 our award scheme was increased to 3 differing categories.

We have invested another new laptop for the Chair so that NNA business is kept all together and more of the Board and our Manager can have access to relevant information.

Membership has increased during the year mainly due to the interest in the awards, scholarships and webinars standing at 550 at the end of March 22.

A change of detail form was sent out to members by post/email at the start of 2022 in order to try to keep our members details correct. This form is now on the website for members to use.

All new members are encouraged to pay by either Direct Debit, Paypal or by BACS transfer as we are trying to phase out cheque payments., and we continue to offer quarterly payments by direct debit only.

Cath Holder
Outgoing Treasurer

INCOME	20-21	21-22	OUTGOINGS	19-20	20-21
Bank interest	40.32	18.47	Fastpay expenses	753.00	786.60
Membership fees	21,235.35	28,483.97	Accountancy	1,485.00	1,820.00
Conference	2,148.37	470.39	Conference	1,650.00	250.00
JNN royalties	41,302.85	41,278.17	Executive expenses	610.68	312.91
Ni Conference	0	0	NI Conference and expenses	145.30	36.00
Grants	2,000	4,250	Bank charges and refunds	193.57	345.59
Easy Fundraising refunds and webinars	398.58	672.50	Office and admin	5,571.43	5,741.42
Endorsements	0	1,000.00	Website and database	3,378.36	4,998.46
			Manager expenses	0	22,294.37
			NVO reg/ insurance/ solicitors	0	1,592.16
			Webinair costs	0	800.00
			JNN expenses	15,514.02	16,148.03
			Awards and scholarships	0	3,846.10
			Recruitment agency	396.00	4,398.00
			COIIN + Data protection fee	758.56	790.93
TOTALS	**67,125.47**	**76,1735.51**		**30,455.92**	**64,160.57**

NEONATAL NURSES ASSOCIATION

"THE GREATER THE NUMBER, THE LOUDER THE

w. nna.org.uk
twitter. nnauk1
t. 07578 251 460
e. admin@nna.org.uk
Charity number. 295696

NEONATAL NURSES ASSOCIATION

REPORT AND ACCOUNTS

YEAR ENDED 31 MARCH 2022

NEONATAL NURSES ASSOCIATION

INDEX

YEAR ENDED 31 MARCH 2022

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Statement of Financial Activities	3
Balance Sheet	4
Notes to the Accounts	5 -9
Annual report of the Association	Appendix 1

LEGAL AND ADMINISTRATIVE DETAILS

YEAR ENDED 31 MARCH 2022

The Association is registered with the Charity Commission, number 295696.

Address of charity:	39 Kirkfield Lane Thorner Leeds LS14 3EP
Telephones:	07578251460
Website:	www.nna.org.uk
Email for members:	admin@nna.org.uk
Chairperson	Roisin McKeon-Carter
Vice Chairperson:	Julia Petty
Secretary:	Cheryl Titherley
Business and Programme Manager:	Cheryl Titherley
Treasurer:	Catherine Holder
Bankers:	Lloyds TSB Bank Plc Northfield Branch 798 Bristol Road South Northfield Birmingham B17 9BS
Accountants:	Perry & Co Chartered Accountants Foley Lodge 15 Foley Road East Streetly Sutton Coldfield B74 3HN

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

YEAR ENDED 31 MARCH 2022

Report to the trustees of Neonatal Nurses Association on accounts for the year ended 31 March 2022 charity number 295696 set out on pages 3 – 9.

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 March 2022

Responsibilities and basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Perry & Co

Perry & Co
Chartered Accountants

Date 30th August 2022.

NEONATAL NURSES ASSOCIATION

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2021 £
RESOURCES ARISING			
Fees and other income	2	70,779	66,399
Investment income - bank interest		18	41
		70,797	66,440
Net surplus from trading undertakings	3	-	-
GROSS RESOURCES ARISING IN THE YEAR		70,797	66,440
RESOURCES USED			
Direct charitable expenditure	4	14,517	14,343
OTHER EXPENDITURE			
Administration	5	48,879	13,586
TOTAL RESOURCES USED IN THE YEAR		63,395	27,929
NET MOVEMENT OF RESOURCES IN THE YEAR		7,402	38,511
Accumulated fund at 1 April		172,050	133,539
ACCUMULATED FUND AT 31 MARCH		179,452	172,050

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	2022 £	2021 £	2021 £
FIXED ASSETS					
Tangible fixed assets	7		1,815		2,179
CURRENT ASSETS					
Debtors	8	-		-	
Cash at bank and in hand		181,958		172,856	
		181,958		172,856	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	9	(4,322)		(2,986)	
NET CURRENT ASSETS			177,637		169,870
NET ASSETS			179,452		172,050
FUNDS					
General Fund			179,452		172,050
			179,452		172,050

The notes on pages 5 to 9 form part of these Accounts.

The Accounts on pages 3 to 9 were approved by the Committee on the

30th day of August 2022 and were signed on its behalf by:

Rose Mills Chairperson

C Hardie Treasurer

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

Accounting Convention
The financial statements have been prepared under the historical cost convention and are in accordance with applicable accounting standards.

Tangible Fixed Assets
Tangible Fixed Assets are stated at cost. Depreciation is provided to write off the cost of the assets over their expected useful lives. The rates used are:

Computer equipment 25% per annum straight line
Office equipment 15% per annum straight line

Stocks
The stock was fully written off in an earlier year. This years income represents additional sums received in respect of this.

Income
Fees and other income represent amounts receivable.

2. FEES AND OTHER INCOME

	2022 £	2021 £
Membership subscriptions	25,526	21,235
Conference fees	14,787	16,291
Donations received from NNA Journal Limited	24,699	25,478
Grant and scholarship income received	4,250	2,000
Community group (note 6a in the accounts)	-	-
Other income	1,517	390
Northern Ireland group (note 6b in the accounts)	0	1,005
	70,779	66,399

3. NET PROFIT / (LOSS) FROM TRADING UNDERTAKINGS

	2022	2021
	£	£
Sale of association goods	-	-
Cost of sales	-	-
	-	-

There was no further trading activity undertaken by the association.

4. DIRECT CHARITABLE EXPENDITURE

	£	£
Conference expenses	14,517	14,343
	14,517	14,343

5. ADMINISTRATION

	£	£
Salaries, wages and social security	22,235	-
Website costs	4,943	3,378
Recruitment costs	4,398	-
Admin assistance costs	3,494	2,677
Office expenses	2,779	1,933
Awards	2,143	1,500
Scholarship costs	1,703	-
Legal and professional fees	967	-
Accountancy charges	1,750	1,350
Pension costs	1,167	-
Executive and working party expenses	1,019	1,334
Depreciation (note 7)	947	824
Webinar training costs	800	-
Bank fees	346	194
Northern Ireland group (note 6b in the accounts)	36	-
Other expenses	153	396
	48,879	13,586

6. LOCAL GROUPS

The activities of the local groups are shown separately. This has been done to provide more detailed information on what activities have been undertaken by the individual groups in the year.

6a. COMMUNITY GROUP

	2022 £	2021 £
Study day income	-	-
Committee and study day expenses	-	-
Net surplus / (deficit) for the year (note 2)	-	-

6b. NORTHERN IRELAND GROUP

Delegate fees	-	-
Sponsor fee income	-	1,050
Conference costs / other expenses	(36)	(45)
Net surplus / (deficit) for the year (note 2)	(36)	1,005

The balance of funds held in respect of the above groups can be seen in note 10.
There was no activity in the year in respect of the Community group.

7. TANGIBLE FIXED ASSETS

	Computer Equipment	Equipment	Total
Cost	£	£	£
At 1st April 2021	6,683	798	7,481
Additions	583	-	583
Disposals	-	-	-
At 31st March 2022	7,266	798	8,064
Depreciation			
At 1st April 2021	4,769	533	5,302
Charge for year (note 5)	850	97	947
Depreciation on disposals	-	-	-
At 31st March 2022	5,618	630	6,249
Net Book Value			
At 31st March 2022	1,647	168	1,815
At 31st March 2021	1,914	265	2,179

8. DEBTORS

	2022	2021
	£	£
Other debtors and prepayments	-	-
	-	-

9. CREDITORS DUE WITHIN ONE YEAR

Other creditors and accruals	3,389	2,154
Amounts due to NNA Journal Limited	933	832
	4,322	2,986

10. FUNDS HELD IN RESPECT OF LOCAL GROUPS

Funds are now held centrally in respect of local groups. At the year-end the following funds were held:

	2022	2021
	£	£
ACTIVE GROUPS		
Community Group (note 6a) - Note 1 below	0	0
Northern Ireland group (note 6b)	7,774	7,810
TOTAL FUNDS	7,774	7,810

Note 1 - There was no activity in the year in respect of this group.

NEONATAL NURSES ASSOCIATION

REPORT AND ACCOUNTS

YEAR ENDED 31 MARCH 2022

NEONATAL NURSES ASSOCIATION

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C Hardie Treasurer

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3. NET PROFIT / (LOSS) FROM TRADING UNDERTAKINGS

	2022	2021
	£	£
Sale of association goods	-	-
Cost of sales	-	-
	-	-

There was no further trading activity undertaken by the association.

4. DIRECT CHARITABLE EXPENDITURE

	£	£
Conference expenses	14,517	14,343
	14,517	14,343

5. ADMINISTRATION

	£	£
Salaries, wages and social security	22,235	-
Website costs	4,943	3,378
Recruitment costs	4,398	-
Admin assistance costs	3,494	2,677
Office expenses	2,779	1,933
Awards	2,143	1,500
Scholarship costs	1,703	-
Legal and professional fees	967	-
Accountancy charges	1,750	1,350
Pension costs	1,167	-
Executive and working party expenses	1,019	1,334
Depreciation (note 7)	947	824
Webinar training costs	800	-
Bank fees	346	194
Northern Ireland group (note 6b in the accounts)	36	-
Other expenses	153	396
	48,879	13,586

6. LOCAL GROUPS

The activities of the local groups are shown separately. This has been done to provide more detailed information on what activities have been undertaken by the individual groups in the year.

6a. COMMUNITY GROUP

	2022 £	2021 £
Study day income	-	-
Committee and study day expenses	-	-
Net surplus / (deficit) for the year (note 2)	-	-

6b. NORTHERN IRELAND GROUP

Delegate fees	-	-
Sponsor fee income	-	1,050
Conference costs / other expenses	(36)	(45)
Net surplus / (deficit) for the year (note 2)	(36)	1,005

The balance of funds held in respect of the above groups can be seen in note 10.
There was no activity in the year in respect of the Community group.

7. TANGIBLE FIXED ASSETS

	Computer Equipment	Equipment	Total
Cost	£	£	£
At 1st April 2021	6,683	798	7,481
Additions	583	-	583
Disposals	-	-	-
At 31st March 2022	7,266	798	8,064
Depreciation			
At 1st April 2021	4,769	533	5,302
Charge for year (note 5)	850	97	947
Depreciation on disposals	-	-	-
At 31st March 2022	5,618	630	6,249
Net Book Value			
At 31st March 2022	1,647	168	1,815
At 31st March 2021	1,914	265	2,179

8. DEBTORS

	2022	2021
	£	£
Other debtors and prepayments	-	-
	-	-

9. CREDITORS DUE WITHIN ONE YEAR

Other creditors and accruals	3,389	2,154
Amounts due to NNA Journal Limited	933	832
	4,322	2,986

10. FUNDS HELD IN RESPECT OF LOCAL GROUPS

Funds are now held centrally in respect of local groups. At the year-end the following funds were held:

	2022	2021
	£	£
ACTIVE GROUPS		
Community Group (note 6a) - Note 1 below	0	0
Northern Ireland group (note 6b)	7,774	7,810
TOTAL FUNDS	7,774	7,810

Note 1 - There was no activity in the year in respect of this group.

THE NEONATAL NURSES ASSOCIATION

England & Wales - Charity number 295696

Accounts

NEONATAL NURSES ASSOCIATION

"THE GREATER THE NUMBER, THE LOUDER THE

NEONATAL NURSES ASSOCIATION ANNUAL REVIEW 2020/21

CHAIR REPORT

CLAIRE O'MARA | OUTGOING CHAIR

What an extraordinary year 2020 has been, none of us could have predicted a global pandemic and the devastating impact it has had and continues to have on us both professionally and personally. All of us working with the NHS and healthcare have had to adapt to new and 'strange' ways of working effecting us all, the babies we care for and their families.

Back in April 2020 as Chair of the NNA I was approached by ITV News to speak about restricted visiting that was being imposed on families with babies in neonatal care. Little did I know or could imagine we would still for many be in the same situation today as we were a year ago. The impact of this will be felt by families and neonatal colleagues for many years to come. Throughout the pandemic the NNA has worked tirelessly to ensure families, where possible, have access to their babies. We have worked closely with Bliss, the Clinical Reference Group (CRG) and the Neonatal Implementation Board (NIB).

As Chair and Lead Nurse of the East of England ODN I was invited to speak on SKY news highlighting the value of VCreate and the role it played in 'keeping families together' during these uncertain times. Thankfully most, if not all, neonatal units now have access to VCreate which enables the wider family to access videos of new and precious family members. As an organisation the NNA had to review how we could continue to support each other as an executive group and our wider members throughout these turbulent times. Our executive meetings were held virtually, as you would expect. This did have some benefits as it made attendance easier and we had more frequent meetings that enabled us to keep abreast of the national picture and the frequent changes in practice taking place. We had to rethink quickly how we would deliver our annual conference which could no longer be face to face due to the restrictions.

We launched our first NNA virtual conference in March 2021 with great success and fabulous attendance by our members and non-members.

The NNA continued to be present on national meetings, our support for neonatal nurses and families never faltered. We encouraged our members to share their 'Covid stories', these were shared via our website and at the annual conference. Thank you to all our members who shared your stories and experiences, they were truly fascinating, and I am sure a comfort to many.

I have had the greatest privilege of Chairing the NNA for the past 3 years and I feel very honoured to have held this position and to have worked with such a lovely inspiring executive group. However, it felt the time was right for me to hand over the reins to a new Chair. In January 2021 I offered my resignation. I will of course continue to be a proud member of the NNA and I will continue to represent the NNA on the Neonatal Implementation Board. I would like to wish the NNA the best of luck going forward to carry on representing neonatal nurses nationally – you all do such a wonderful job.

LOOKING FORWARD

A MESSAGE FROM ROÍSÍN

WATCH HERE NOW

As the new chair of the NNA my ambition is to raise the profile of the neonatal nurse in the UK and in turn the neonate in our care.

The NNA will achieve this by working collaboratively with stakeholders in neonatal care including governments and charities. Our trustees will work with NHSE/I, HEE, RCN and GIRFT to develop a clear nursing framework, including clinical and quality roles, which will inform managers of neonatal units for their workforce planning.

We will also collaborate with the Lead Nurses of the Neonatal Operational Delivery Networks (ODN) in England; Health Trusts and Neonatal Network in Northern Ireland; Health Boards and the Neonatal Network in Wales; the Scottish Neonatal Nursing Group (SNNG) and the British Association of Perinatal Medicine (BAPM).

As the chair of the NNA I value our members and I am ambitious for them to achieve their personal vision.

Consequently, the NNA are offering scholarship programs including education/research and a travel scholarship. The successful members will be supported by the NNA trustees during their scholarship year culminating in the winners presenting at our annual conference and publishing their achievements in our Journal of Neonatal Nursing (JNN). We are also partnering with the Kate Farrer Foundation (KFF) who is kindly funding a travel scholarship for 2020/21. This is an excellent opportunity for our members to achieve their personal transport ambitions. The NNA will continue to award the Neonatal Nurse of the Year (NOTY) to those nurses who demonstrate excellence in quality improvement for their services.

I am enthusiastic to support education for our members and we will continue to hold our annual conference virtually. We will also establish regular educational webinars supported by experts in their fields. The NNA LEARN (Linking Education and Research in Neonatal Care) group will continue to develop and support those members who are educators and researchers. The NNA will also continue our collaboration with the Council of International Neonatal Nurses (COINN).

Join the NNA today and feel supported, listened to, and valued.

OBJECTIVES

We are the Neonatal Nurses Association. The national organisation representing neonatal nurses and promoting neonatal nursing for the benefit of nurses, neonates, and their families.

This year the NNA focused on:

SUPPORTING OUR MEMBERS

This has been a challenging year for many. The NNA launched our covid-19 stories series bringing comfort through shared experiences and storytelling.

The NNA Nurse of the Year award was also a highlight, giving a needed lift to members.

PROVIDING LEARNING OPPORTUNITIES

The NNA delivered our first virtual annual conference this year that went ahead in March 2021 with nearing 400 delegates.

PROMOTING NEONATAL RESEARCH

We published 6 editions of our Journal of Neonatal Nursing, which was disseminated to our 460 members and to a wider worldwide readership.

Our special interest group LEARN (Linking Education & Research in Neonatal Care) connected virtually to share, network and plan.

REPRESENTING NEONATAL NURSES AND NURSING REGIONALLY AND NATIONALLY

The NNA executive board members represented neonatal nurses at meetings and on projects across England, Northern Ireland and Wales, elevating the voice of neonatal nurses and impacting regional and national outcomes.

THE TEAM

RÓISÓN MCKEON-CARTER
NNA CHAIR

JULIA PETTY
VICE CHAIR &
EDUCATION SIG

CATH HOLDER
NNA TREASURER

CHERYL TITHERLY
NNA MANAGER

PATRICK TURTON
NNA EXECUTIVE

KELLY HARVEY
NNA EXECUTIVE

KAREN MAINWAIRING
NNA EXECUTIVE

KATIE GALLAGHER
EDUCATION/RESEARCH SIG

COLM DARBY
NI CHAIR

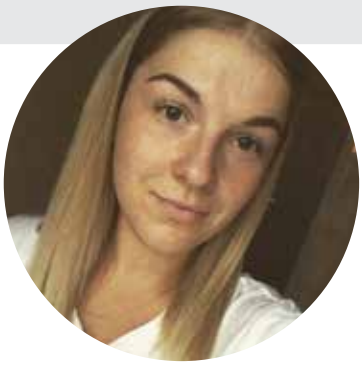
KIRSTY DE WET
DESIGN/WEB/
SOCIAL MEDIA

CLARE PAYNE
NNA EXECUTIVE

ANDREA MAYES
SECRETARY & ANNP
REPRESENTATIVE

BREIDGE BOYLE
CO-EDITOR
OF THE JNN

LESLEY ALTIMER
CO-EDITOR
OF THE JNN



BEING AN NNA TRUSTEE

Being an NNA trustee has made me feel much more appreciated as a band 5 on the local unit.

Being involved in the NNA conference
Not only did I gain knowledge at the conference but being involved in the planning was a really valuable experience. I was able to develop my management skills outside of the clinical role.

It left me motivated to attend conferences in the future and to present at one myself. It was a great networking opportunity, which you don't often get when you work in your own local unit.

The experience has inspired me to push forward in my career.

To be able to have a voice so early on in my career has definitely made me feel more driven and focussed, giving me the ability to push myself further and realise that I can make a difference as a band 5 nurse and I can encourage other band 5's to feel the same way.

HANNAH ROBINSON
Band 5 Neonatal Nurse
NNA Trustee Sept 2019-March 2021

THE NNA IN NORTHERN IERLAND

This year the NNA in Northern Ireland committee has said a fond farewell to Sharon Nurse as Chair. Thank you, Sharon, for your dedication and your time.

In September 2020 **Colm Darby** became Chair. Colm looks forward to developing the Northern Ireland committee with greater representation of members across all trusts.

This year the NNA in Northern Ireland has increased its membership but said a fond farewell to some who have retired from nursing. The NNA in Northern Ireland committee have represented the NNA at national and international conferences over the last year, highlighting the great work that the NNA does to support its members.

Instead of the Northern Ireland annual conference, this year was a great opportunity for a collaborative national NNA conference. A variety of Northern Ireland presenters and guests demonstrated the amazing local talent and expertise in Northern Ireland.

FRANCES MCGUIGAN, THE VICE CHAIR OF THE NNA IN NORTHERN IRELAND committee said that "collaborative working across the NNA allowed for the association to build stronger networks and partnerships that we can see growing over the years as we aim to build the association nationally."

Over the coming year, The NNA in Northern Ireland committee aims to:

- Increase our reach & membership.
- Showcase the amazing nurses in Northern Ireland at conferences, meetings, and seminars.
- Represent our members across varying platforms, including:
  - network groups
  - stakeholder meetings
  - government strategic planning for neonatal care

As we journey out of the pandemic, education and learning will remain a priority for the committee. Virtual sessions will be planned throughout the year and when the opportunity safely returns for face-to-face sessions, we will once again come back together.

Whilst the world has changed, neonatal care will continue to ensure the best outcomes for babies born too soon, too sick or too small and that will remain our focus.

THE NNA IN WALES

Hello, my name is Clare. I am the Senior Nurse for Neonatal Services in Grange University Hospital. I have been a Neonatal Nurse since qualifying in 1996.

I was delighted to be successful in my application to become a Trustee with the Neonatal Nurses Association in 2019 and have been representing Wales since then.

My aim is to give Welsh neonatal nurses a platform within the NNA to network and share best practice. We will raise the profile across the UK of the great work we are doing here in Wales.

Therefore, I hope to encourage a neonatal nurse in each Health Board to become an active member of the NNA in Wales committee. As committee members these nurses will be essential to the NNA, supporting a two-way stream of communication feeding into national and regional strategies, events, and projects.

I am always happy to talk to anyone about any ideas or suggestions that they may have to keep raising the profile of Welsh neonatal nurses.

I hope that you share my passion in wanting Wales to have a louder voice. If you would like to help me achieve this, please contact me on *walesadmin@nna.org.uk*

A MESSAGE FROM CLARE

WATCH HERE NOW

COVID-19 PROJECT

This year, the NNA coordinated and hosted a COVID-19 reflective writing project.

We welcomed contributions from neonatal nurses around the world, who reflected on the impact of the Covid-19 pandemic on neonatal care, babies, families and staff.

This project named 'COVID-19: NEONATAL NURSING IN A GLOBAL PANDEMIC' is hosted on the NNA website and has been published in the Journal of Neonatal Nursing as follows:

Shaw, C., Gallagher, K., Petty, J., Mancini, A., & Boyle, B. (2021). Neonatal nursing during the COVID-19 global pandemic: A thematic analysis of personal reflections. Journal of neonatal nursing: JNN, 27(3), 165–171. Open access

NNA **NURSE OF THE YEAR**

NURSE OF THE YEAR 2021, ANGELA HUGHS

I was humbled to have been nominated as NNA neonatal nurse of the year 2021 and honoured to accept the award on behalf the entire team at the Western Health & Social Care Trust (WHSCT) who have gone above and beyond to make a difference to the lives of the infants and families in their care over the past year.

While the world met the challenge of COVID 19, Neonatal Services in WHSCT endured a perfect storm in relation to staffing. In a geographically isolated area, the retirement of senior staff meant that the staff team were mostly younger and less experienced. As COVID restrictions indicated avoidance of AGP's and shielding of pregnant staff, staffing the unit became increasingly difficult.

Additionally, long term sickness and CEV shielding meant that at the peak of covid transmission in our local council area, (>1000/100 000) NICU staffing was depleted by >50%, the majority of whom were QIS.

I was overwhelmed to be awarded for stepping out of some ANNP duties to manage this. **The NNA prize money will play a vital role in enabling a simulation programme to develop and enhance clinical skills** and facilitate recruitment and retention of neonatal staff in our trust.

NNA VIRTUAL ANNUAL CONFERENCE

2021 - Embracing Change

Faced with the difficulties arising from the on-going COVID-19 pandemic, the Neonatal Nurses Association decided to deliver our annual conference virtually in 2021. We were able to offer our thought-provoking programme using state-of-the-art event software to create a fully interactive, virtual event.

"A brilliant day that exceeded my expectations. Brilliantly organised. All the speakers were excellent. Loads of content."

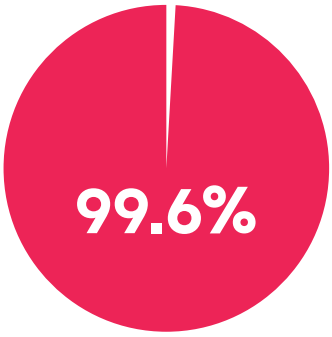
The virtual meeting enabled delegates to view educational content; attend the AGM, partake in live Q&A and live polling sessions with speakers; liaise with other delegates in the networking hub; visit exhibition stands and speak to exhibitors; view poster presentations and ask questions, and much more. With almost 400 delegates, it was a great success.

NICOLA CARVILLE, NNA MEMBER IN NORTHERN IRELAND

"The virtual conference was amazing with so many practice enhancing presentations, information and opportunities to reflect. One of the presentations that stood out for me was the speaker representing the HereNI group with her talk on same sex couples. This was a thought-provoking presentation that resonated with me because we have seen an increase in same sex couples with successful IVF treatment, which at times leads to admissions into the neonatal unit due to prematurity.

Hearing about the social complexities for same sex females has enhanced my understanding and increased my empathy for the next time I care for this family group."

"Absolutely fantastic - my first ever conference and I loved it - so much fascinating information and so many ideas to take back to my unit. Thank you so much."

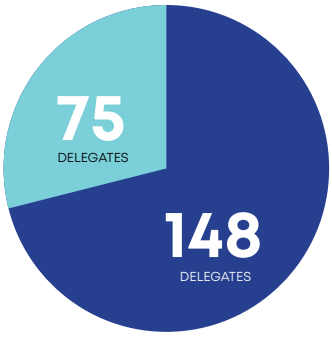


CONFERENCE MET LEARNING AIMS & OBJECTIVES

DATA FROM 222 DELEGATES

THE SPEAKERS WERE KNOWLEDGABLE

DATA FROM 222 DELEGATES



148 | CONFERENCE WAS EXCELLENT
75 | CONFERENCE WAS GOOD

DATA FROM 222 DELEGATES

NNA VIRTUAL ANNUAL CONFERENCE CONTINUED

"I enjoyed the virtual event far more than expected, as someone with back issues, being able to move around with my iPad was great."

Thank you to our sponsors for helping us deliver such a valuable event.

ARMSTRONG MEDICAL | DRAEGAR | CHIESI | ARDO | CENTRAL MEDICAL SMALL PRINT | STERIFEED | INTERSURGICAL | VYGON | OXYGEN CARE

JOURNAL OF NEONATAL NURSING

The Journal of Neonatal Nursing is the journal of the Neonatal Nurses Association.

The JNN is the practical, bimonthly, research-based journal for all professionals concerned with the care of neonates and their families, both in hospital and the community. It aims to support the development of the essential practice, management, education and health promotion skills required by neonatal professionals.

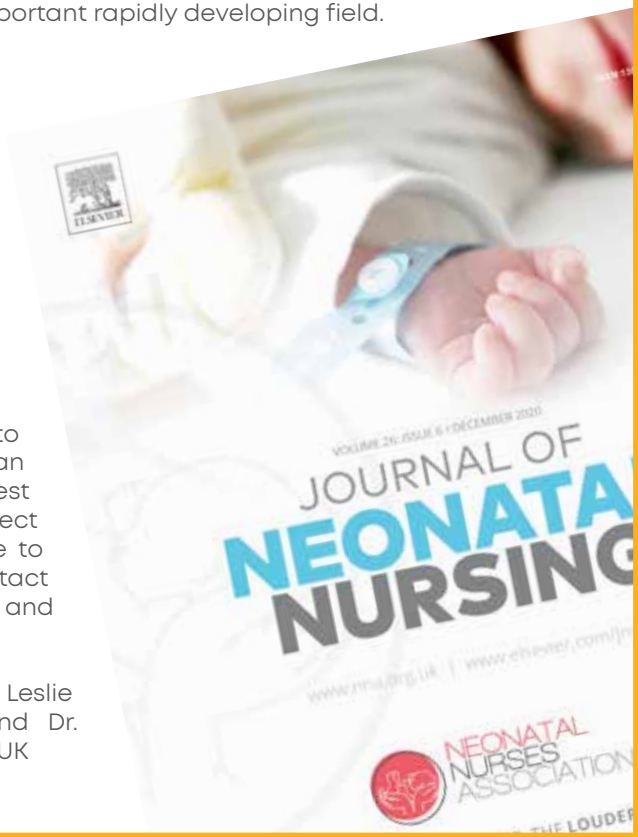
The JNN provides a forum for the exchange of ideas and information between the range of professionals working in this field to; promote cooperation between these professionals; facilitate partnership care with families; provide information and informed opinion; promote innovation and change in the care of neonates and their families; and provide an education resource for this important rapidly developing field.

All articles are critically reviewed by professionals working in the appropriate field.

2020 saw a record number of articles submitted to the journal. We received submissions from Europe, Asia, North and Central America, Africa, with some also coming from Oceania and South America. The Journal of neonatal Nursing has a Google Scholar H-Index of 21.

You are invited to submit an article to the Journal of Neonatal Nursing. You can share a reflective piece, an example of best practice, a quality improvement project or share your research. If you would like to publish, but you are unsure, please contact Julia Petty (an NNA trustee) for support and information julia@nna.org.uk

The JNN is co-edited by: Assoc. Professor Leslie Altimier, Northeastern University, US and Dr. Breidge Boyle, Queen's University Belfast, UK



LEARN SIG

This year we held two remote meetings of the **Linking Education and Research in Neonatal Nursing special interest group**. This group is now chaired by Katie Gallagher, trustee of the NNA. Here is Katie with more information about this exciting opportunity to meet and work with neonatal peers throughout the country.

A MESSAGE FROM KATIE

WATCH HERE NOW

LEARN is the NNA group that facilitates networking and collaboration between NNA members interested in supporting the development and implementation of the evidence base supporting neonatal nursing care. Membership to the group is open to all NNA members at all points in their career, with meetings occurring virtually 3x throughout the year.

You can contact Katie to join the LEARN group by sending an email to *katie@nna.org.uk*.

COLABS & JOINT WORKING

The NNA has worked closely with many groups and organisations over the last year to ensure the voice of the neonatal nurse is heard.

Our collaborations have included:
- Clinical Reference Group, NHS England
- Health Education England
- National Implementation Board

The NNA has supported the implementation of the Neonatal Critical Care Review by working on:
- Care Coordinator team metrics
- ODN Education & Workforce Lead role description
- National QiS review

Council of International Neonatal Nurses (COINN):
The NNA was represented at 8 COINN board meetings between April 2020 and March 2021.

COLABS & JOINT WORKING CONTINUED

European Foundation for the Care of Newborn Infants (EFCNI):
The NNA continues to work closely with EFCNI and endorse all EFCNI Standards having played a role in authoring and reviewing them.

GLANCE - The NNA was represented at the 3 GLANCE (Global Alliance for the Newborn Care) Chair Committee meeting. Through this activity international collaboration and shared learning continues.

Commenting on news pieces in the journal 'Nursing Children and Young People': Our Vice-Chair, Julia, represented the NNA for opinion / comment.

LOOKING AHEAD 21/22

This year's activities have provided a great platform for our future plans. We continue to face the challenge of a global pandemic, but we have worked successfully with many organisations and groups this year, and we plan to continue and increase our collaborative working to raise the profile of neonatal nurses and neonatal nursing at a regional and national level.

We aim to continue our focus on supporting our membership with an increased virtual education and learning events calendar, awarding our first 3 NNA scholarships, and continuing the NNA Nurse of the Year award.

We will encourage more member articles in our Journal of Neonatal Nursing, and we will support our LEARN group members to connect, share and inspire each other. We look forward to all coming together again, when we are able.

NNA SCHOLARSHIPS

This year we launched the NNA Scholarships, for applications in September 2021. The scholarships are open to all NNA members.

The NNA will offer 3 scholarships:

EDUCATION/RESEARCH - UP TO £5000

Do you need financial support with your MSc or PhD?
Is there a QI or research study that you need financial support to get off the ground?

TRAVEL - UP TO £1000

Is there a model of care in another unit or country that you would love to investigate?
Do you need financial support with the travel and accommodation?

TRANSPORT - UP TO £1000

In partnership with the Kate Farrer Foundation, we will also offer a transport scholarship called the Dr Kate Farrer Scholarship.

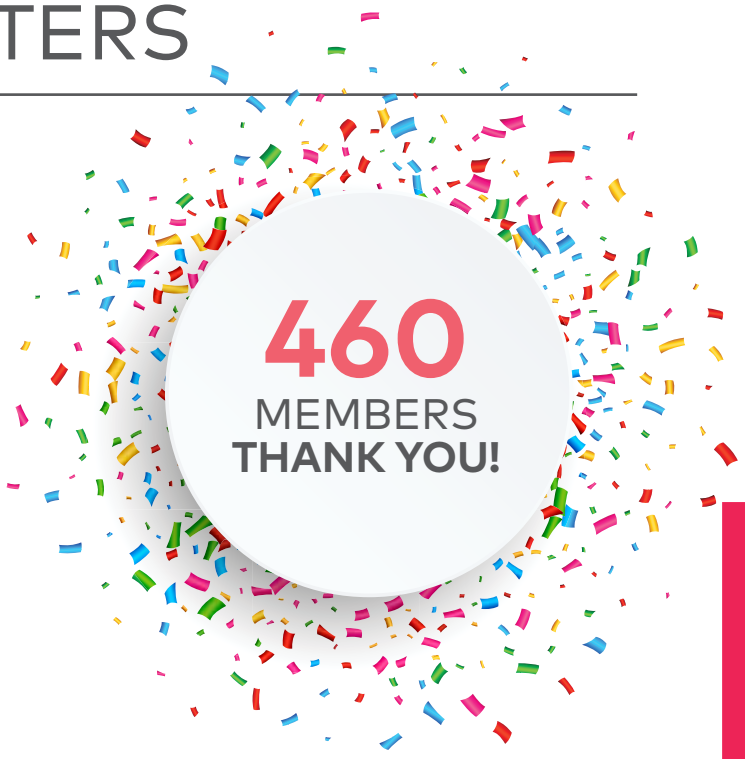
Dr Farrer was a distinguished neonatal consultant at Addenbrooke's Hospital in Cambridge and Transport Lead for the East of England - Acute Neonatal Transfer Service (ANTS). Sadly, Kate died in 2014 following a short illness. Her husband & family have set up a foundation in her name – she will always be remembered.

Are you a transport nurse or ANNP with an idea for improving care to baby/team?
Would you like to review or visit transport services?

Get creative, seek the support of your manager, and apply in autumn 2021. Keep an eye on our website and social media for updates.

OUR MEMBERS & SUPPORTERS

A big thank you to all our supporters & members. Without you, we could not exist. Your support, sponsorship and membership have helped us survive this challenging year so that we can continue to support, champion and represent neonatal nurses, neonates, and their families.



HOW TO HELP

You can help neonatal nurses feel supported, valued, and confident. You can positively impact the experience of neonatal care for staff, neonates and their families **in the following ways:**

- Become a member – Join Here
- Support us while you shop
- Sponsor a webinar, learning event or resource
- Pro bono support: do you have or know someone with the following skills? Could you or they gift us time and expertise? **We need support with:**
  - Marketing
  - Social media
  - IT
  - Diversity, equity & inclusion

If you would like to join the NNA or you would like to support us in another way, please contact us at admin@nna.org.uk

FINANCE REPORT 20-21

This year has again remained financially stable and together with increased royalties from Elsevier we are in an excellent financial situation. Due to the current travel restrictions our executive committee expenses are exceptionally low this year as all meeting have been held virtually.

We have invested in 3 new laptops and a share facility so that NNA business is kept all together and more of the committee and our newly appointed Manager can have access to relevant information.

Membership remains constant at around 460 Members with many members continuing to retire. With the lack of face-to-face study days this year we have had to rely on other methods to promote the NNA and a virtual conference in March 2021 attracted almost 400 delegates.

All new members are encouraged to pay by either Direct Debit, Paypal or by BACS transfer as we are trying to phase out cheque payments, and we continue to offer quarterly payments by direct debit only.

INCOME	19-20	20-21	OUTGOINGS	19-20	20-21
Bank interest + refund	67.22	40.32	Fastpay expenses	951.90	753.00
Membership fees	22,666.05	21,235.35	Accountancy	1,485	1,485.00
Conference	11,778.50	2,148.37	Conference	12,567.43 Includes NOTY	1,650.00 Includes NOTY
JNN royalties	37,884.99	41,302.85	Executive expenses	7,697	610.68
Ni Conference	3,860.55	0	NI Conference and expenses	4,523.34	145.30
EDUCATION GRANT	2	2,000.00	Bank charges and refunds	274.45	193.57
Easy Fundraising + others	51.00	389.58	Office and admin	6,163.64	5,571.43
NI CONFERENCE	1,55	0	Website and database	4,578.08	3,378.36
			JNN expenses	16,328.49	15,514.02
			Recruitment agency		396.00
			COIIN + Data protection fee	832.39	758.56
TOTALS	**79,858.31**	**67,116.97**		**55,401.72**	**30,455.92**

NEONATAL NURSES ASSOCIATION

"THE GREATER THE NUMBER, THE LOUDER THE V

w. nna.org.uk
twitter. nnauk1
t. 07578 251 460
e. admin@nna.org.uk
Charity number. 295696

NEONATAL NURSES ASSOCIATION

REPORT AND ACCOUNTS

YEAR ENDED 31 MARCH 2021

NEONATAL NURSES ASSOCIATION

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YEAR ENDED 31 MARCH 2021

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NEONATAL NURSES ASSOCIATION

LEGAL AND ADMINISTRATIVE DETAILS

YEAR ENDED 31 MARCH 2021

The Association is registered with the Charity Commission, number 295696.

Address of charity:	39 Kirkfield Lane Thorner Leeds LS14 3EP
Telephones:	07578251460
Website:	www.nna.org.uk
Email for members:	admin@nna.org.uk
Chairperson	Roisin McKeon-Carter (elected January 2021) Claire O'Mara (resigned January 2021)
Vice Chairperson:	Julia Petty
Secretary:	Cheryl Titherley (appointed March 2021) Kelly Hart (resigned December 2020)
Business and Programme Manager:	Cheryl Titherley (appointed March 2021)
Treasurer:	Catherine Holder
Bankers:	Lloyds TSB Bank Plc Northfield Branch 798 Bristol Road South Northfield Birmingham B17 9BS
Accountants:	Perry & Co Chartered Accountants Foley Lodge 15 Foley Road East Streetly Sutton Coldfield B74 3HN

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

YEAR ENDED 31 MARCH 2021

Report to the trustees of Neonatal Nurses Association on accounts for the year ended 31 March 2021 charity number 295696 set out on pages 3 – 9.

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 March 2021

Responsibilities and basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Perry & Co

Perry & Co
Chartered Accountants

Date 17th October 2021

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2021

	Notes	2021 £	2020 £
RESOURCES ARISING			
Fees and other income	2	66,399	65,590
Investment income - bank interest		41	67
		66,440	65,657
Net surplus from trading undertakings	3	-	-
GROSS RESOURCES ARISING IN THE YEAR		66,440	65,657
RESOURCES USED			
Direct charitable expenditure	4	14,343	11,067
OTHER EXPENDITURE			
Administration	5	13,586	24,701
TOTAL RESOURCES USED IN THE YEAR		27,929	35,768
NET MOVEMENT OF RESOURCES IN THE YEAR		38,511	29,889
Accumulated fund at 1 April		133,539	103,650
ACCUMULATED FUND AT 31 MARCH		172,050	133,539

BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	2021 £	2020 £	2020 £
FIXED ASSETS					
Tangible fixed assets	7		2,179		982
CURRENT ASSETS					
Debtors	8	-		-	
Cash at bank and in hand		172,856		136,188	
		172,856		136,188	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	9	(2,986)		(3,632)	
NET CURRENT ASSETS			169,870		132,557
NET ASSETS			172,050		133,539
FUNDS					
General Fund			172,050		133,539
			172,050		133,539

The notes on pages 5 to 9 form part of these Accounts.

The Accounts on pages 3 to 9 were approved by the Committee on the

17th day of October 2021 and were signed on its behalf by:

..... Chairperson

..... Treasurer

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES

Accounting Convention
The financial statements have been prepared under the historical cost convention and are in accordance with applicable accounting standards.

Tangible Fixed Assets
Tangible Fixed Assets are stated at cost. Depreciation is provided to write off the cost of the assets over their expected useful lives. The rates used are:

Computer equipment 25% per annum straight line
Office equipment 15% per annum straight line

Stocks
The stock was fully written off in an earlier year. This years income represents additional sums received in respect of this.

Income
Fees and other income represent amounts receivable.

2. FEES AND OTHER INCOME

	2021 £	2020 £
Membership subscriptions	21,235	22,504
Conference fees	16,291	11,779
Donations received from NNA Journal Limited	25,478	26,835
Grant income received	2,000	2,000
Community group (note 6a in the accounts)	-	-
Northern Ireland group (note 6b in the accounts)	1,005	2,422
Other sundry income	390	51
	66,399	65,590

3. NET PROFIT / (LOSS) FROM TRADING UNDERTAKINGS

	2021	2020
	£	£
Sale of association goods	-	-
Cost of sales	-	-
	-	-

There was no further trading activity undertaken by the association.

4. DIRECT CHARITABLE EXPENDITURE

	£	£
Conference expenses	14,343	11,067
	14,343	11,067

5. ADMINISTRATION

	£	£
Accountancy charges	1,350	1,200
Nurse of the year award	1,500	1,500
Admin assistance costs	2,616	4,058
Office expenses	1,994	2,669
Website costs	3,378	3,781
Executive and Working Party expenses	1,334	11,062
Other Expenses	396	-
Bank fees	194	112
Depreciation (note 7)	824	319
	13,586	24,701

6. LOCAL GROUPS

The activities of the local groups are shown separately. This has been done to provide more detailed information on what activities have been undertaken by the individual groups in the year.

6a. COMMUNITY GROUP

	2021 £	2020 £
Study day income	-	-
Committee and study day expenses	-	-
Net surplus / (deficit) for the year (note 2)	-	-

6b. NORTHERN IRELAND GROUP

	2021 £	2020 £
Delegate fees	-	2,646
Sponsor fee income	1,050	4,100
Conference costs / other expenses	(45)	(4,323)
Net surplus / (deficit) for the year (note 2)	1,005	2,422

The balance of funds held in respect of the above groups can be seen in note 10.
There was no activity in the year in respect of the Community group.

7. TANGIBLE FIXED ASSETS

	Computer Equipment	Equipment	Total
Cost	£	£	£
At 1st April 2020	7,972	798	8,770
Additions	2,021	-	2,021
Disposals	(3,310)	-	(3,310)
At 31st March 2021	6,683	798	7,481
Depreciation			
At 1st April 2020	7,374	414	7,788
Charge for year (note 5)	704	120	824
Depreciation on disposals	(3,310)	-	(3,310)
At 31st March 2021	4,769	533	5,302
Net Book Value			
At 31st March 2021	1,914	265	2,179
At 31st March 2020	598	384	982

8. DEBTORS

	2021	2020
	£	£
Other debtors and prepayments	-	-
	-	-

9. CREDITORS DUE WITHIN ONE YEAR

Other creditors and accruals	2,154	2,845
Amounts due to NNA Journal Limited	832	787
	2,986	3,632

10. FUNDS HELD IN RESPECT OF LOCAL GROUPS

Funds are now held centrally in respect of local groups. At the year-end the following funds were held:

	2021 £	2020 £
ACTIVE GROUPS		
Community Group (note 6a) - Note 1 below	-	2,847
Northern Ireland group (note 6b)	7,810	7,955
TOTAL FUNDS	7,810	10,802

Note 1 - There was no activity in the year in respect of this group. Funds of £2,847 were put to general use.

NEONATAL NURSES ASSOCIATION

REPORT AND ACCOUNTS

YEAR ENDED 31 MARCH 2021

NEONATAL NURSES ASSOCIATION

INDEX

YEAR ENDED 31 MARCH 2021

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Annual report of the Association	Appendix 1

NEONATAL NURSES ASSOCIATION

LEGAL AND ADMINISTRATIVE DETAILS

YEAR ENDED 31 MARCH 2021

The Association is registered with the Charity Commission, number 295696.

Address of charity:	39 Kirkfield Lane Thorner Leeds LS14 3EP
Telephones:	07578251460
Website:	www.nna.org.uk
Email for members:	admin@nna.org.uk
Chairperson	Roisin McKeon-Carter (elected January 2021) Claire O'Mara (resigned January 2021)
Vice Chairperson:	Julia Petty
Secretary:	Cheryl Titherley (appointed March 2021) Kelly Hart (resigned December 2020)
Business and Programme Manager:	Cheryl Titherley (appointed March 2021)
Treasurer:	Catherine Holder
Bankers:	Lloyds TSB Bank Plc Northfield Branch 798 Bristol Road South Northfield Birmingham B17 9BS
Accountants:	Perry & Co Chartered Accountants Foley Lodge 15 Foley Road East Streetly Sutton Coldfield B74 3HN

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

YEAR ENDED 31 MARCH 2021

Report to the trustees of Neonatal Nurses Association on accounts for the year ended 31 March 2021 charity number 295696 set out on pages 3 – 9.

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 March 2021

Responsibilities and basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

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