

# *BFHI Sustainability*

*Program design decisions you make early can help determine long-term success*

- Staff/physician education and record-keeping
- Policy writing and enforcement
- Documentation standards

Annual renewal

Re-designation

# Staff and Physician Training

- Maintain flexibility
- Avoid simple 'check-off'

## Good Samaritan's training evolution

- Nursing
- Physicians
  - Current State
    - Nursing

1.	Self-designed on-line modules	4
2.	Shadowing	8
3.	BFHI inservice	5
4.	Prenatal class	3
    - Physicians
      - 1. PowerPoint program
      - 2. University of Virginia Breastfeeding Consortium

# Mistakes we made:

- Hospital leadership - a key group
- Close communication between hiring managers and lactation staff/educator
- Close communication between Medical Staff Services (credentialing)
- Documentation needs a completion date (not just an “x”)
- Each staff member needs a completion certificate with content as defined by BFHI to ‘take with them’
- Add ‘hire date’ to spreadsheet
- Committee, Committee, Committee

# Effective on-going education:

- Annual Skills-Fair
- 'Read-n-Run's
- Video on loop in staff lounge with post-tests to be turned in
- Day/Night shift competency review
- Began as nuisance, mandate, disgruntled staff... became a source of pride

# Record-Keeping

- Have impeccable records
  - Include hire dates
  - Tracking – whose job is it?
  - Never throw away information – staff status' changes
- Considerations:
  - Will you accept others' certification/education?
  - Special staff – Travelers? Float Pool? NNPs?
  - What are the consequences of not completing?  
Corrective action? Termination?

# Annual Renewal

- Annual renewal
  - letter sent each Spring includes instructions – due in July/October
  - Fee (make sure you budget each year)
  - Fair Market Value Analysis and Attestation
    - Fair Market Value Analysis – 5 products' hospital discount from retail percentage is determined
    - Discount from retail received on formula, bottles, nipples, pacifiers cannot exceed discount for other 5 products
      - All formulas, pacifiers included
      - Work with Supply Chain early in process
      - Use 'system power'
  - QI of 2 of 10 Steps (assigned and rotated each year by BFHI)

# Re-Designation

- Three phases
- Every 10 years
- 1 ½ year process
- QI (audits) for all 10 Steps with several deadlines
- Policy review
- Beginning in 2017, completed through onsite survey