



Outstanding Mother-Friendly Worksite Series: Hospital Perspective

Texas Mother-Friendly Worksites Program

Invited Speaker Webinar

Tuesday, February 23rd 2016

Today's Agenda

Introduction of Texas Mother- Friendly Worksite Program

- Julie Stagg, State Breastfeeding Coordinator

The JPS Hospital Journey

- Pat Alridge, Executive Director of Nursing
- Susie Juliano, Clinical Manager of the Mom Baby Unit and Lactation Center

Lessons and Tips from LBJ Hospital

- Maria D'Souza, Director of Nursing

Q & A

Next Steps



Overview of Texas Mother-Friendly Worksite Program



Julie Stagg, MSN, RN, IBCLC, RLC
State Women's and Perinatal Health Nurse Consultant
State Breastfeeding Coordinator
Office of Title V and Family Health Division for
Family and Community Health Services
Texas Department of State Health Services

Tuesday, February 23rd 2016



Family friendly. Worker friendly. Business friendly.

Meet *Pat Alridge*, MHA, BSN, RNC-OB



**Executive Director of Nursing
Women and Children's Services
JPS Health Network**

Patricia Alridge is the Executive Director of Nursing at John Peter Smith (JPS) Health Network in Fort Worth, Texas. She is also a March of Dimes board member & Chair of the March of Dimes Programs & Services Committee; a member of the Texas Breastfeeding Coalition; is serving as a board member for the Mother's Milk Bank of North Texas; is co-chair of the Infant Health Network; and is interim chair of the Tarrant County Breastfeeding Coalition.

Patricia is responsible for 1115 waiver grants for supporting women's health, breastfeeding & pre-conception/interconception care and education. Her background in midwifery has fueled her ardent commitment and advocacy for support of women and breastfeeding.

Meet *Susie Juliano*, BSN, RN



**Clinical Manager
Lactation Center and Mom Baby Unit
JPS Health Network**

Susie Juliano is the Clinical Manager of the Mom Baby Unit and Lactation Center at John Peter Smith (JPS) Health Network in Fort Worth, Texas.

As the manager of the Lactation Center at JPS she is responsible for the inpatient and outpatient lactation consultants in various clinics throughout the network. With Susie's passionate leadership, JPS became one of the first hospitals in Fort Worth to provide around the clock breastfeeding support for new moms including home visits.

Recently, in collaboration with the Tarrant County Public Health Department and Medical Center of Arlington, Susie helped launch a new program called Breastfeeding Bootcamp. This free, hands-on course helps increase competency in supporting breastfeeding in a clinical setting.

Mother Friendly Work Place Initiative

JPS is dedicated to supporting our team members who have chosen to provide breast milk for their infant.

In order to facilitate this process. JPS has designated Mother-Friendly rooms in which a team member can pump in a private, clean and comfortable environment.



Centered in Care
Powered by Pride



Implementation Process



Space

Policy

Education

Time

Support



Timeline



Pumping Room Equipment and Cost



Average Room Cost:

Approx. **\$2,620-\$2,655**

Additional Team Member Benefits

- 1 Personal pump attachment kit
- 1 Cool 'n Carry Breast milk storage system
- Free access to a Lactation Consultant

How we Monitor the Rooms

- The Lactation department is designated to oversee the use and maintenance of pump rooms in order to validate the need for them
- Team members who use the room are asked to sign in and out in order to account for each time the room is used



JPS Announces New Initiative for Employees



Hi, I'm Claudia reporting tonight for JPS Network News. We're here to talk about JPS's recent announcement that it's now a Mother Friendly Worksite.

This means **ALL** employees now receive lactation support. As many of you may know, the Fair Labor Standards Act, requires employers to provide the following:

1. Reasonable break time for the mother to express breast milk until the child reaches age one.
2. A private location for the mother to express breast milk.
3. Break times which can be either paid or unpaid.

Let's go out to the field where Kelli is going to give us more information about JPS's Mother-Friendly worksite. Kelli.

JPS EMPLOYEE RETURNS TO WORK AFTER CHILDBIRTH AND DESIRES TO CONTINUE BREASTFEEDING

YES

JPS EMPLOYEE CONTACTS ONE OF THE FOLLOWING STAFF AT JPS MAIN 2 NORTH

- THE LACTATION STAFF @ EXT 8013
- TEAM LEADER @ EXT 4334
- SUSIE JULIANO, RN @ 4393

TO SET UP PROCURING THE TRAVELING TOTES BREAST FEEDING EQUIPMENT AND SUPPLIES

LC/TL RETRIEVES TRAVELING TOTE FROM THE 2 NORTH STORAGE ROOM AND COMPLETES ALL DOCUMENTATION IN THE LOG BOOK

CHECK OUT PROCESS

LC/TL IDENTIFIES THE TRAVELING TOTE NUMBER (1-20) AND RECORDS ON THE CHECK OUT/IN LOG SHEET

LC/TL COLLECTS ALL REQUIRED DATA AND DOCUMENTS – SIGNATURES REQUIRED

REVIEW'S AND "JPS EMPLOYEE MOBILE PUMP STATION CHECKLIST – SIGN TWO SHEETS ONE FOR BOOK ONE FOR EMPLOYEE

REVIEWS THE HANDOUT FOR "JPS PUMP ETIQUETTE"

CHECK IN PROCESS

EMPLOYEE IS RESPONSIBLE FOR MAKING ARRANGEMENTS WITH THE LC/TL TO RETURN THE JPS EQUIPMENT

LC/TL WILL SIGN OFF WITH EMPLOYEE ON RECEIPT OF EQUIPMENT AND TOTE

LC/TL WILL RESTOCK OR DELEGATE FUNCTION AND RETURN TO STORAGE ROOM WRAP IN GREEN LINER

Pump Room Locations



Current Locations

2 North (Mom Baby Unit)

2 South (Antepartum/Gynecology)

Pavilion 5 (Surgical Unit)

Tower 3 (Medicine/Psychiatry)

JPOC (Clinics and Support Offices)

Health Center for Women (Main St. Outpatient Clinic)

Health Center for Women (SE Arlington Medical Home)

Coming Soon

Emergency Department

Pavilion 4

Admission Holding Unit

South Campus Family Clinic



Today Our Pump Room Locations Are Growing In Leaps & Bounds

Pump Room Agreement

Pump Room Use Agreement

This agreement serves for the provision of use of the pump rooms and its amenities. By signing this agreement, the employee acknowledges a pump kit, cool and carry kit and mesh bag has been issued. She further agrees to comply with the following pump room etiquette guidelines:

- Take your attachments off the pump including tubing when done.
- Wipe down the pump with sani-wipes after each use.
- Wipe any surface with a sani-wipe where breast milk has been spilt.
- Be sure to put expressed breast milk into a labeled cool and carry container before placing it in the fridge.
- When using a locker to store pump supplies, please remove them at the end of the day. Pump room lockers are not to be utilized as personal lockers.
- If lunch break is taken while pumping, ensure the microwave is left clean and all remains of lunch are disposed in trash can outside the pump room.
- Limit use of the room to 20-30 minutes so all employees are able to pump.
- Keep everything the way it was found.
- Only use pump attachments that belong to you.
- Do not remove pumps or other provided amenities out of the pump room.

The starting date of the pump room use is _____. I will inform the lactation department by email of when I have ended use of the pump room. Vsalinas@jpshealth.org or Spiantin@jpshealth.org

Ending date of pump room use _____

Employee name printed: _____

Employee department: _____ Ext: _____

Employee email: _____ Contact phone number: _____

Employee signature: _____

Due to the growing use of our pump rooms we had to develop a “Pump Room Use Agreement” to be signed prior to utilizing any pump room throughout the Hospital Network



Movable Alternatives

- Utility Wheeled Cart
- Hospital Grade Pump
- Double Pump Attachment Kit
- Cool 'n Carry Kit
- Mesh bag for tubing sterilization
- Bottle brush
- Dish soap



Fixed Alternatives



Vacant Area Cart

- Operating Room
- PACU
- Trinity Springs Psychiatric Hospital

Develop a Process for Tracking Mobile Equipment

Pump Station Etiquette



JPS Pump Station Etiquette

Congratulations for choosing to return to work while still breastfeeding. JPS has established designated rooms or available areas to assist you in pumping your breast milk while at work. We are excited to provide employees that wish to continue to breastfeed after returning to work an on-site pump kit. These kits are for work place use only and are not available for home use. Each breast feeding tote is supplied with a:

- Hospital grade double electric pump
- Box of gloves
- Sani-wipes
- Dish soap to clean pump parts
- Cool and carry kit
- Mesh bag to store pumping supplies

TIPS:

1. Wear gloves to wipe down the electric pump with a sani-wipe after use.
2. Wipe any surface with a sani-wipe on which breast milk has been spilt.
3. Be sure to put expressed breast milk into a labeled cool and carry container before placing it in the fridge.
4. When using a cooler to store pump supplies, please remove them at the end of the day.
5. Please limit use of the use of the equipment to 20-30 minutes so that all employees are able to pump.

QUESTIONS:

Please contact the Lactation Nurse at 817-702-8613 for the following:

- If you are unsure your Ranger® fit correctly
- Experience discomfort with pumping
- Lactation consult can be scheduled to discuss any problems.
- If the electric pump is not working

Mobile Pump Station Checklist



JPS Employee Mobile Pump Station Checklist

The mobile pump station is furnished with a hospital grade double electric pump and the supplies needed to facilitate pumping at work. Please follow these guidelines:

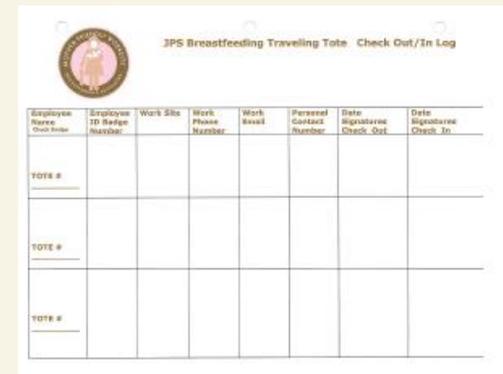
1. The pump is to stay in a secured area at the health care center and is not to be taken off site.
2. One mobile pump station will be issued per JPS employee (only) and you may retain the tote throughout the breastfeeding and pumping experience
3. It is the employee's responsibility to keep the pump clean.
4. If you need additional supplies of dish washing soap or under-pads use the contact number listed below.
5. A pump kit, cool and carry kit, mesh bag, and bottle brush will be dispensed with the tote and will become the employee's property.
6. The traveling tote and the electric pump are courtesy of JPS Health Network.
7. If the pump is not working properly or becomes broken, please notify the Lactation department so that it can be repaired and a replacement given.
8. An employee may use the mobile pump station in any area available at your work place.
9. After use it should be wiped down with a sani-cloth and stored in the traveling tote.
10. It is the employee's responsibility to secure the JPS equipment after each use.
11. It is your responsibility to return the traveling tote and electric pump to the Team Leader of 2 North Pasternak unit at JPS HHS.

For any questions or concerns please contact:
 Gode Juliano, RN Manager Post-Partum / Lactation Center
 Office 817-702-2415 Email: gjuliano@jpshealth.org
 Lactation Nurse @ 817-702-8613
 Team Leader Postpartum/Lactation 817-702-4334

I agree to use the pump only at work, to keep it secure when not in use, to clean it after use, and to notify the lactation department when it is in need of repair. Upon completion of use I will ensure its return to 2 North.

Employee name printed: _____ Date: _____
 Employee Signature: _____
 Employee Contact Number: _____
 Employee Email: _____
 *Nurse/Team Leader Signature: _____
 (After this copies are for records only, one for the kit)

Traveling Tote Check Out/In Log



JPS Breastfeeding Traveling Tote Check Out/In Log

Employee Name Check In	Employee ID Badge Number	Work Site	Work Phone Number	Work Email	Personnel Contact Number	Date Signature Check Out	Date Signature Check In
TOTE # _____							
TOTE # _____							
TOTE # _____							



Barriers Identified & Questions to Be Answered



Organizational Mother-Friendly Worksite Education for all staff

- Computer Based Learning (CBL) module was developed
- Compliance determined this was applicable to only Women's Services
- Communications were involved to assure information was appropriate for all employees
- How was it going to be "pushed out to employees?" Administrative level? Manager?
- Lack of overall understanding of the program at all levels of leadership
- Changes in leadership in the Learning Department
- Push back on how often staff needs to be educated on the program
- Push back on adding it to new employee orientation due to time constraints
- Resistance to roll out... Is this an employee benefit or is this a Pat Alridge project?

Management Concerns

- Paid time versus unpaid time
- Productivity
- Time employee is using the pump room
- Who is doing their job while employee off pumping?

Employee Feedback

- Guilt for leaving work area



Team Work

- Education of the Leadership team is a must 
- Development of a multidisciplinary team with the right players
 - CEO
 - CNO
 - COO
 - Compliance Officer
 - Communication/Public Relations
 - Human Resources
 - Legal Department
 - Directors
 - Managers
 - Staff
 - Learning & Staff Development Resources
 - Breastfeeding Employees
 - Plant Operations
 - DSHS Partnership



Advice

- Budget for the on-going supplies and equipment
- Don't give up – have patience, perseverance, commitment, and leadership
- Have all your team players vested from the beginning
- Identify vision and goals
- Have a strategic plan
 - Develop a timeline
 - Develop a taskforce
- Establish a tracking and education system at the beginning of your journey



Great Problems to Have

Hi Ladies,

The good news is, we have a lot of employees pumping here at SE Medical Home!!! We are back to the same dilemma of not having enough room to pump. We have employees, including a doctor, who prefers using my office. This is fine, except when I need to use the office for consultations.

These employees are coming back to the LC room by the registration desk, to pump there because they do not want to pump in front of each other and they want their privacy in the room designated for employee pumping at the back of the building. Do you know when curtains, screens or dividers are going to be available? Just wondering.

Thanks!

MARY JO

Mary Jo Williams, BS, IBCLC, RLC, CLC

JPS Health Network

South East Clinic—Arlington: Monday - Friday

Hours: 8 AM – 5 PM

ASCOM phone number: 7559

Cell Phone: 972-740-4856

**Email from a Lactation Consultant
about needing more rooms**

**Picture of an employee's
“homemade pump room” at work**



Questions?





2NT91022

Lactation
Room



HARRISHEALTH
SYSTEM

Mother Friendly Worksite Lyndon B. Johnson Hospital

Benefits

- Employee Satisfaction
- Improved Employee retention
- On time return after maternity leave
- Lactation support available when needed
- Increased staff Morale



Worksite Breastfeeding Policy

Includes:

- Written policy that is communicated to all employees.
- Flexible work schedule and management support
- Breaks accommodated for regular milk expression
- A room that is away from the general work area that is quiet and comfortable.
- Easy access to a sink and refrigerator with appropriate storage space.
- Breastfeeding education to employees during pregnancy. Incentives offered upon completion of the prenatal classes.



Employee information

Lyndon Baines Johnson General Hospital

Pregnancy Classes

You and Pregnancy	Things to Avoid
Prenatal Care	Labor and Birth
Healthy Eating	Caring for Baby /Breastfeeding
Stress and Relationships	Caring for You

Becoming a Mom Course

We are offering an 8 lesson class to all pregnant employees that are under 32 completed weeks. You can finish the program in 3 visits.

Upon completion of each lesson, you will receive 1000 reward points.

Tuesdays and Saturdays 1:00 pm-2:45 pm in 2G-14

By the second floor, GREEN elevators

To enroll, call ----- at -----

Lyndon Baines Johnson General Hospital

Lactation Room

Once you return from your maternity leave we offer a specific lactation room to help you with your breastfeeding plan for your infant.

The room is located on the 2nd, floor just outside the NICU.

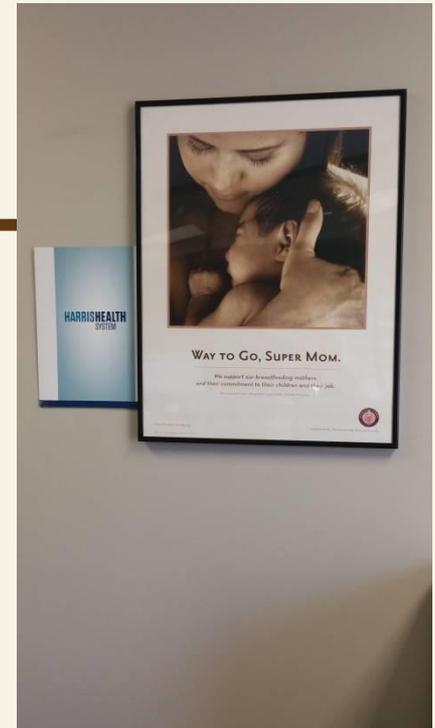
It has a door that is secured with a number code to enter and has comfortable chairs and Multi-user hospital grade breast pump.

There is a sink located in the room, along with a small refrigerator to store your breast milk.

If you wish to use the room please call

----- at -----





Q&A

- Questions?
- Comments?

• If you have further questions that were not answered during this webinar please email us at motherfriendlyworksite@uth.tmc.edu



Next Steps

Need further assistance with your designation process? Want more information? Want Technical Assistance before submitting your policy?

Contact the Texas Mother-Friendly Worksite Program
Technical Assistance and Support Program:

- Email: motherfriendlyworksite@uth.tmc.edu
- Telephone: 512.482.6169

Visit www.texasmotherfriendly.org to apply for your designation today



Closing

- A Hospital FAQ's blog will be posted on the Michael & Susan Dell Center for Healthy Living website by the end of this month :

<https://sph.uth.edu/research/centers/dell/>

- Please fill out evaluation
 - The survey will appear when you exit the webinar
- Further Questions? Email us at motherfriendlyworksites@uth.tmc.edu
- Thank you for your participation!



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