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
Meet Pat Alridge, MHA, BSN, RNC-OB

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

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.
Implementation Process

Space
Policy
Education
Time
Support
April 7, 2011
Network Breastfeeding Policy updated

June 30, 2011
Executive Team Kick Off Presentation

June 30, 2011
DSHS Worksite Assessment

July 6, 2011
Requested Employee Survey for baseline needs

August 3, 2011
Timeline

August 23, 2011
Identified potential locations

August 22, 2011
Quotes for equipment and furnishings requested

August 5, 2011
Convened JPS Breastfeeding Task Force

August 24, 2011
Outlined scope of work for Plant Operations

August 24, 2011
Renovation requests for Design & Construction

September 15, 2011
Employee Lactation Policy - Removed from Patient Care Standards - Re-submitted for adoption by HR

September 18, 2011
Texas Ten Step recertification application

September 30, 2011
Mother Friendly Worksite Application

September 30, 2011
Submit Financial Support Documentation

December 20, 2011
Submit Status Report to DSHS

December 14, 2011
Communication roll out:
- Employee CBL
- JPS Intranet
- Clinical Leadership Council
- Nurse Executive Council
- CEO Leadership Connection

January 6, 2012
Commitment Press Release

March 31, 2012
Employee Lactation Policy adopted by HR

July 4, 2012
Texas Mother-Friendly Worksite designation
Pumping Room Equipment and Cost

Electric Pumps (Supplied by Vendor) $650
Refrigerator for breast milk storage $650
Electric Pumps (Supplied by Vendor) $650
Dishwashing Soap
Phone
Magazine Rack $40-$50
Hand Soap
Breast feeding Literature
Sink
Waste Baskets $20
Lockers for personal pump attachments $150
Small Table $75-$100
Phone Dock $50
Wall Pockets $20
Microwave $235
Bulletin Board $20
Wall clock $10
Floor Lamp $150
Comfortable Chair $1,200

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
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

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

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

REVIEW 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

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.

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 split.
- 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. Vsallinas@jpshealth.org or Sliomin@jpshealth.org

Ending date of pump room use_________________________

______________________________
Employee name printed:

______________________________
Employee department: ____________________________ Ext: ____________

______________________________
Employee email: ____________________________ Contact phone number: ____________

______________________________
Employee signature:
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

Mobile Pump Station Checklist

Traveling Tote Check Out/In Log
# Tracking Usage

Please sign in and out so we can validate need for additional pump rooms.

<table>
<thead>
<tr>
<th>Date</th>
<th>Name/Employee ID #</th>
<th>Dept</th>
<th>Ext</th>
<th>In</th>
<th>Out</th>
</tr>
</thead>
</table>

**Benefits of Tracking Usage**

- Identify all the departments using the rooms (not just nursing staff)
- Collect statistics to justify additional rooms and potential areas

*Added “Department”*
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
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
Questions?
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

<table>
<thead>
<tr>
<th>You and Pregnancy</th>
<th>Things to Avoid</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prenatal Care</td>
<td>Labor and Birth</td>
</tr>
<tr>
<td>Healthy Eating</td>
<td>Caring for Baby /Breastfeeding</td>
</tr>
<tr>
<td>Stress and Relationships</td>
<td>Caring for You</td>
</tr>
</tbody>
</table>

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 ----------------

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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 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
  o The survey will appear when you exit the webinar

• Further Questions? Email us at motherfriendlyworksite@uth.tmc.edu

• Thank you for your participation!