Job Description

Post: Perinatal Infant Mental Health Specialist
Band: Band 7
Responsible to: Line Manager
Main Contacts: Internal or external contacts

Job Summary

This post has been developed in line with National and local guidance for promoting and improving the provision and access to mental health services for parents who are experiencing a common mental health difficulty.

The post holder will work as a specialist practitioner leading on and developing a perinatal infant mental health (PIMH) pathway for parents in the perinatal period within Healthy Minds. The Post holder will provide care and treatment to women, their partners and families during the antenatal and postnatal period up until the child’s second birthday. The post holder will liaise closely with PIMH services and implement a community based therapeutic service to parents to be, parents and their families with a particular focus on early intervention. S/he will provide assessment and treatment of those in this client group experiencing common mental health problems and specialist consultation for other health and social care colleagues.

The training and development aspect of the role involves acting as a specialist resource, and contributing to multi-agency training of relevant professionals across Oldham. The post holder will be expected to offer consultation and clinical supervision to professional and non-professionals colleagues.

Main duties and responsibilities

Clinical:

- Delivery of service provision within the parameters of the PIMH pathway, focusing on families especially during the perinatal period up until the child’s 2nd birthday in a multi-agency context.
- To provide specialist assessments of parents, using interpretation and integration of data from a variety of sources including self-report measures, direct and indirect observation and interviews with clients, family members and/or carers. In direct therapeutic work, provide specialist assessment and
therapeutic interventions focused on supporting parents in the perinatal period and enhancing the relationship between a parent and infant. This high level of therapeutic work requires empathy, understanding and the ability to contain difficult and highly expressed emotions in the parent and infant.

- To be responsible for implementing a range of perinatal and parent-infant interventions for families, adjusting and refining formulations.
- To undertake risk assessment and risk management for vulnerable families and their infants and to provide general advice to other professionals on psychological and social aspects of risk assessment and management.
- To undertake organisation, collaboration and liaison with relevant professional colleagues providing a comprehensive clinical, consultative, supervisory and teaching service as required internally or on an outreach basis.
- Carry out clinical audits of service performance, including service user surveys and evaluations, and help to collate and disseminate the results for feedback, as required or directed.
- To provide consultation and training on a wide range of children’s emotional health and well-being issues to professionals from a range of services including GP’s, Children’s Social Care, Maternity, Early Help, Adult Mental Health Services, and Health Visiting.
- As required, provide specialist advice and consultation to other professionals /individuals/groups across Mental Health Trust, Local Authority and other Third Sector agencies regarding service matters related to the practice and delivery of specific agreed therapeutic modalities and service provision.
- Work as a co-therapist where appropriate with other members of PIMH service and Healthy Minds.
- To be responsible for and manage a defined caseload and undertake case management responsibilities within the caseload.
- Make decisions on suitability of new referrals, adhering to the service referral protocols.
- Use highly developed communication skills in working with vulnerable parents and their infants to understand their personal and often very sensitive difficulties.
- Educate and involve family members and others in treatment as necessary conveying formulations with sensitivity in easily understood language.
- Adhere to an agreed number of contacts offered, and clinical sessions carried out per week in order to minimise waiting times and ensure treatment delivery remains accessible and convenient.
- To attend and contribute to multi-disciplinary and multi-agency meetings as appropriate.
- To ensure and promote appropriate liaison with professionals from external agencies, particularly in relation to complex presentations.
- To directly support colleagues in assessment and treatment of perinatal and parent infant mental health where appropriate.
• Develop both individual and group interventions which are evidence based.
• Establish and maintain relationships based on mutual respect communicating on a regular basis with the service users and carers in the provision of care and services.

Service development and Leadership:
• Lead the development of the Healthy minds Perinatal infant mental health pathway and specifically focus on a vulnerable family cohort, ensuring the production of achievable and measurable objectives.
• Explore and implement strategies for quality assurance, audit and clinical effectiveness to help ensure systems are in place for clinical governance.
• Facilitate communication between all members of the multi disciplinary team and across care settings.
• Maintain effective lines of communication between PIMH, HM, Social Care and other teams and management.

Consultation and training
• To provide advice, consultation and training to staff working with vulnerable parents and infants across a range of agencies and settings where appropriate.
• To attend to CPD and attend further training as identified in supervision/annual appraisal.
• Manage the planning and delivery of training in working with vulnerable families in perinatal and parent infant mental health to external professionals to raise awareness and support their work.

Supervision
• To attend regular supervision with an appropriately qualified supervisor from Healthy Minds and the PIMH service.
• To attend managerial supervision with Healthy Minds lead.
• To support and facilitate clinical supervision for the members of Healthy Minds and other agencies.

Clinical governance and research:
• To participate in audit and evaluation of perinatal and parent-infant services and the PIMH pathway.
• To participate in evaluation of all clinical activity within the post and provide such information as required by the Clinical Lead for the purpose of service monitoring and evaluation.
- To utilise evidence-based literature and research to support effective practice.
- To represent a professional viewpoint in relation to nationally accepted good practice and to ensure a high level of ethical standards and professional conduct.
- To participate in service evaluation, audit and research as required by the Clinical Lead.

Managerial and Administrative:
- To attend team, clinical, business and other meetings as required and when directed or appropriate chair these meetings.
- Attend clinical/managerial supervision on a regular basis as agreed with manager.
- To manage own workload and time effectively.
- To undertake accurate record keeping.
- To provide and enter data for local information management systems as required in a timely manner.
- To be responsible for the supervision of staff as appropriate, including junior staff and students.
- To participate in the development of education and training programmes.
- To maintain own education and awareness of current developments within PIMH services.

Development
- Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (e.g. HCPC), and keep up to date on new recommendations/guidelines set by the Department of Health/National Institute for Clinical Excellence.
- Be aware of, and keep up to date with advances in the spheres of psychological therapies for vulnerable families and their infants.
- Ensure clear professional objectives are identified, discussed on a regular basis as part of continuing professional development (CPD).
- Participate in individual performance review and respond to agreed objectives.
- Keep up to date all records in relation to CPD and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.

- Attend relevant conferences/workshops in line with identified professional objectives.
- Participate in service improvement by highlighting issues and implementing changes in practice.
- Maintain a current professional portfolio and participate on programmes of personal development and training, which will be identified as part of the individual performance and development review.
General Duties of all post holders

- To undertake any other reasonable duty, which is appropriate to the band, when requested by Senior Staff.
- To be familiar with and comply with all Trust and departmental policies, procedures, protocols and guidelines.
- To be aware of and work towards the Trusts strategic goals.

Standards of Business Conduct

- The post holder will be required to comply with the organisations standing order and standing financial instructions and at all times, deal honestly with the organisation with colleagues and all those who have dealing with the organisation including patients, relative and suppliers.
- The post holder must ensure that their behaviour and interests inside and outside work do not conflict with their Trust position, duties and/or responsibilities.
- The post holder must comply with and support the development of the performance standards within the service/department to ensure the service is responsive to and meets the needs of its customers.
- The post holder will be required to develop and maintain good working relationships with all patients, service users, staff, contractors and where appropriate, members of the public.
- The Trust aims to maintain the good will and confidence of its own staff, patients, service users, NHS contractors and the general public. To assist in achieving this objective it is essential that at all times, the post holder carries out their duties in a courteous, sympathetic and professional manager.
- All post holders who are members of a professional body must comply with standards of professional practice / conduct. It is the post holders’ responsibilities to ensure they are both familiar with and adhere to these requirements and maintain their professional membership to the relevant body.

Equality and Diversity and Equal Opportunities

- The post holder must carry out all duties and responsibilities of the post in accordance with the Trust’s Equal Opportunities and Equality and Diversity policies, avoiding unlawful discriminatory behaviour and actions when dealing with colleagues, service users, members of the public and all other stakeholders.
- The post holder must promote awareness of and respect for equality and diversity in accordance with Trust policies and procedures.
- The post holder is responsible for treating all staff, patients, service users, NHS contractors and the general public with dignity and respect at all times.
Safeguarding

- Appointments to regulated and controlled activities require an enhanced DBS disclosure.
- All staff have a responsibility to promote the welfare of any child, young person or vulnerable adult they come into contact with and in cases where there are safeguarding concerns, to act upon them and protect the individual from harm.
- All staff should refer any safeguarding issues to their manager and escalate accordingly in line with the Trust Child and Adult Safeguarding Policies.
- All staff should familiarise themselves with the NICE Guidelines “when to suspect child maltreatment 2009.”

Professional and Personal Development

- The post holder must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction Programme.
- The post holder will be involved in a formal IPDR/KSF review with their manager at least every 12 months. Once performance / training objectives have been set, the staff member’s progress will be reviewed on a regular basis, so that new objectives can be agreed and set, in order to maintain progress in the service delivery.
- The post holder will be expected to take responsibility for their own professional development and will be supported by the Trust to achieve development opportunities as appropriate.

Confidentiality and Information Governance

- Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to confidential documents and information relating to patients, service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the NHS unless done in the normal course of carrying out the duties of the post. Disciplinary action will be considered where a breach of confidence has been established.
- All information obtained or held during the post-holder’s period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust’s discretion and in line with national rules on exemption.
- The post holder must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date. The post holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.
• The post holder must work to the requirements of data protection laws as applicable to the UK, which includes the General Data Protection Regulations (GDPR).

Health and Safety at Work

• The post holder is required to take reasonable care of the health and safety of themselves and other persons who may be affected by their acts or omissions at work and to co-operate with the Trust in adhering to statutory and departmental safety regulations.
• The post holder is responsible for ensuring that they do not intentionally or recklessly misuse or interfere with anything provided in the interests of health safety or welfare e.g. misuse of equipment.
• The post holder is required to contribute to the control of risk and must report immediately, using the Trust Incident reporting system, any incident, accident or near miss involving patients, service users, carers, staff, contractors or members of the public.
• All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy.

Infection Control

• Infection Prevention and Control is the responsibility of all Trust staff.
• All staff members have a responsibility to protect service users, visitors and employees against the risk of acquiring health care associated infections by consistently observing Trust Infection Prevention and Control Policies and procedures and best practice guidance in order to maintain high standards of Infection Prevention and Control.