

Job Description

Job Title:	Specialist Health Visitor for Perinatal and Infant Mental Health
Reports to (job title):	Service Manager
Line Manager to:	NA

Job purpose/ Role summary

The Specialist Health Visitor for Perinatal & Infant Mental Health will work as part of the Lancashire Healthy Young People & Families Service and to be responsible for leading, embedding up to date research and evidence-based practice and developing Perinatal and Infant Mental Health services to all Lancashire Healthy Young People & Families Service staff. The specialist Health visitor will ensure the efficient delivery of the Healthy Child Programme, transition to parenthood and perinatal & infant mental health and other local commissioning requirements. This will include provision/oversight of any required training and Clinical Audit to provide assurance of a competent confident workforce. To ensure, jointly with other services, the development of multi-disciplinary pathways, policies and procedures to address the mental health needs of parents and infants in the perinatal period, including auditing of service. The Specialist HV for PIMH will have a high level of relevant, expert knowledge & skill and will work in collaboration with other services such as SPCMHT, MBU, Adult MH services, Midwifery, NICU, GPs, Third sector organisations and the Local authority.

The Specialist Health Visitor will provide relevant specialist consultation, training and support to the universal children's services in relation to Perinatal & Infant Mental Health, as well as the relationship of the parental couple. The emphasis will be on early identification, interventions, prevention of mental health difficulties, and the promotion of positive relationships between parents and their infants for a defined caseload.

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Base

To work across the Lancashire footprint. Base can be negotiated

Key responsibilities

The Specialist Health Visitor for Perinatal and Infant Mental Health will be responsible for;

Clinical:

- Work as a specialist practitioner to manage, develop and lead family based care in the perinatal period where the parents have or are at risk of developing mental health difficulties and where these are likely to impact on their infant's emotional development. This will supplement the care given by the universal health visiting service.
- Act as an advocate for parents and their infants with perinatal and infant mental health difficulties to ensure they receive active and effective care. This will be done by liaison with adult mental health, perinatal services, maternity and other partner agencies through attendance at various weekly multi-disciplinary team meetings.
- Undertake comprehensive specialist holistic assessment of parental mental health and the parent-infant relationship who are referred for additional support.
- Initiate and lead on Perinatal and Infant Mental Health projects.
- Provide a link between Health visitors, Midwives, GPs, Specialist Perinatal and Adult mental health services including other agencies in relation to families experiencing challenges within the parent infant relationship and/or significant mental health issues.
- Provide Specialist HV PIMH support / link for the Mother and Baby Unit (Ribblesmere ward) including a weekly child health clinic to facilitate continuity of universal HV service provision.
- Liaison with appropriate services to improve perinatal mental health provision for families with the aim of promoting effective, collaborative and integrated services.
- Develop comprehensive care pathways for women and families affected by mild, moderate and severe maternal mental health problems in active collaboration with colleagues, specialist mental health services and other providers of mental health services (eg GPs, Midwives, IAPT services).

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- Participate in professional and family meetings where appropriate.
- To lead and develop the Perinatal & Infant MH Champions in their role. Encouraging contribution by creating an environment where colleagues have the opportunity to engage and influence universal perinatal policies and practice.

Consultation, advice and training

- Provide professional leadership for the Lancashire Healthy Young People & Families Service in relation to Perinatal and Infant Mental Health.
- Act as a resource for health visiting services including students and members of the multi-disciplinary team.
- Provide evidence based consultation, support, specialist advice and training to colleagues to develop their skills in critical thinking, reflective practice and knowledge regarding Perinatal and Infant Mental Health, Parent-infant relationships and the importance of whole family engagement.
- Offer Perinatal and Infant Mental Health advice and training to practitioners from partner agencies.
- Offer parent-infant dyadic evidence based interventions when needs identified, such as Brazelton-NBO/NBAS, PIIOS, Baby Bonding.
- Ensure interventions and approaches are embedded into practice for example NBO, Emotional Wellbeing Visits, Parent-infant relationship pathway, NWC AN/PN Perinatal mental health pathways and Care plans which are designed, delivered and measurable to demonstrate impact.
- Provide a visible, accessible and authoritative presence, acting as a professional role model by providing leadership and support within multidisciplinary and health visiting teams.
- Give a professional opinion in safeguarding arenas where the Specialist Health Visitor for Perinatal and Infant Mental Health is a participant in the decision making process.

Professional

- Be aware of and practice professional accountability with due regard to the NMC Code of Professional Conduct.

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- Maintain patient confidentiality at all times.
- Adhere to HCRG Care Group policies and procedures and including NMC guidelines and current legislation.
- Maintain standards of record keeping and report writing in accordance with NMC guidelines and organisation policy
- Participate in strategic and other identified meetings as directed by the Service Manager and feedback information as appropriate
- Receive Clinical, Safeguarding and Perinatal Psychological supervision on a regular basis from the relevant clinician
- Participate in staff development identified through the appraisal and personal development planning process.
- Encouraging improvement and innovation by creating a climate of continuous service improvement
- Maintain continuous professional development requirements with regard to mandatory training and NMC Revalidation.
- Follow HCRG Care Group policy and procedures with regard to the safeguarding of children and adults.
- Provide cover for service development peers in the case of sickness or other absence.
- Meet on a monthly basis with the Service Manager for management supervision.
- Take accountability for the effective use of HCRG Care Group resources, identifying where efficiencies and savings can be made.
- Prioritise and manage own workload.
- Report incidents, accidents and complaints which occur in the course of his/her duties in accordance with the correct procedure, undertaking risk assessments and incident investigations as delegated by the Team Leader

Service Development/Quality Assurance

- Identify areas for audit and development relevant to Perinatal and Infant Mental Health relating to the quality and effectiveness of service provision. Participate in research and clinical

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audit programmes as necessary in order to enable HCRG Care Group to meet its statutory requirements.

- Ensure that all local health policies and standard operating procedural guidelines relating to Perinatal and Infant Mental health are evidence based and appropriate.
- Support and assure the implementation of guidelines by statutory and professional bodies as they relate to Perinatal and Infant Mental Health.
- Provide specialist advice to strategic groups and guidance on the policies and practices that impact on Perinatal and Infant Mental Health. Participate in a multi-agency approach to developing PIMH pathways. Participate in the Perinatal & Infant Mental Health clinical networks and National and Regional forums to support an integrated and comprehensive service across Lancashire.
- Contribute to the delivery of Key Performance Indicators
- Ensure evidence based clinical assessments are made in a timely and appropriate manner when either or both parents are suffering from mental health difficulties, or are at risk of developing them. This includes assessing potential difficulties within the parent-infant relationship.
- Ensure all family members receive appropriate information about mental health illness in a sensitive way
- Understand the impact of poor parental mental health on infants and other family members, and the role that the health visiting services can play in mitigating this.
- Have good up to date knowledge of local services available to pregnant and post-natal women in relation to their mental health needs.
- To undertake a community health needs assessment in partnership with appropriate stakeholders.
- To evaluate the effectiveness of clinical intervention
- To assist in the management of complaints from clients and colleagues as per organisational policy. Analysing and responding as appropriate

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- Develop and maintain up to date research based professional knowledge about Perinatal and Infant Mental Health including appropriate interventions
- Understand the impact of poor parental mental health on infants and other family members, and the role that the health visiting services can play mitigating this.
- Develop and maintain a good working knowledge of mental health legislation, policy and guidance.
- Develop and maintain a working knowledge of the impact of common psychiatric medications on women and babies during pregnancy and breastfeeding, and seek additional information where required.
- Have a good up to date knowledge of local services available to pregnant and postnatal women in relation to their mental health needs.
- Maintain up to date Knowledge of local safeguarding procedures

The above list of duties and responsibilities is not intended to be fully comprehensive and may be amended to take account of changing circumstances or requirements following consultation with the post holder

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

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Care

- Inspire
- Understand
- Communicate

Think

- Challenge
- Improve
- Learn

Do

- Accountability
- Involve
- Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets

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- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

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Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

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General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

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Personal Specification

Essential

- Registered Nurse/Midwife
- Specialist Community Public Health Nurse (Health Visiting) Minimal 3 years experience
- Experience of facilitating high quality perinatal training to staff groups
- Specialist knowledge and experience in maternal and infant mental health, developed through training and practice
- In depth specialist knowledge of maternal/infant attachment theories
- Experience of multi-agency working
- Proven leadership skills
- In depth knowledge of child development and family health
- Evidence of the ability to influence and motivate others
- Experience of leading Clinical Supervision
- Ability to process and utilise research evidence to promote good practice
- Ability to work effectively as part of a team
- Experience of auditing and good analytical skills
- Evidence of continued professional development in safeguarding children to level 3
- IT Skills: Use of Microsoft Office programmes including Word, Excel, Powerpoint and Outlook
- Car owner/driver – ability to travel across HCRG care group Lancashire footprint

Desirable

- Experience of mentoring
- iHV PIMH Champion
- Trained in NBO/ NBAS
- Additional qualifications in mental health/infant mental health/counselling

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- Experience in Solihull approach
- Experience in PILOS / Video interactive guidance.

Employee signature

Manager signature
