

JOB DESCRIPTION

JOB TITLE:	Specialist Perinatal Mental Health Midwife
DEPARTMENT:	Women's Services, Obstetrics & Gynaecology
DIVISION:	Women's & Sexual Health
BAND:	Band 7
REPORTS TO:	Consultant Midwife Lewisham and Greenwich NHS Trust
ACCOUNTABLE TO:	Consultant Midwife Lewisham and Greenwich NHS Trust
BUDGET MANAGED:	None

JOB PURPOSE

This is a key role in developing and maintaining high standards of care for women and birthing people with mental health problems in pregnancy and the postnatal period, and their families. You will have a high level of relevant expert knowledge and skills, which you will use to manage, develop and lead care for pregnant women and birthing people and new parents with mental health needs.

You will provide a link between the maternity service and other services involved in mental health care women, including the local primary care therapy service (IAPT), perinatal mental health team, Maternal Mental Health Service and Health Visiting Service. You will ensure that relevant pathways, policies and processes to identify women with, or at risk of, or with existing mental illness are developed, implemented and audited, and will play a key role in borough-wide strategic plans aimed at addressing perinatal mental health and parent-infant relationship difficulties. This will involve working with a range of relevant professionals, services and agencies, including commissioners and the public health team.

You will support your colleagues through coordinating and providing training and guidance in maternal mental health for key maternity staff, to enable them to provide holistic care that optimises mental as well as physical health in all areas of maternity care.

You will hold a small and managed caseload of women and birthing people with mental health needs, specifically those with complex circumstances and that require significant multi-agency input.

KEY RESPONSIBILITIES

Advice and Training

- Act as a resource for all staff involved in maternity care (including obstetricians, midwives,

student midwives and maternity support workers). Provide evidence-based advice, support and information with regards to the appropriate management and referral of women with mental health problems and their families.

- Provide support and guidance to the specialist midwifery vulnerable women's team, the maternity department and safeguarding midwife.
- Develop, coordinate and deliver training programmes for staff, and participate in the induction of new staff
- Co-ordinate and deliver the training of midwives, obstetricians, health visitors, GPs and other agencies as required.
- Ensure midwives are trained in the identification and onward referral process for women at risk of, or with, existing mental illness.
- Ensure midwives are aware of care pathways for women with mild, moderate and severe mental illness and deliver their contribution to these, including the provision of information and support, and the prediction and detection of mental illness
- Ensure that all staff are aware of the preventative strategies to optimise good maternal mental health in pregnancy and after the birth of their baby. For example – parenting and attachment programs. Acting to ensure that referral routes into such programmes are smooth and effective.
- Attend pre-birth meetings, whether these are led by obstetricians and midwives or social care, in order to support colleagues in providing reports, and to help formulate a birth plan and a family support/child protection plan.
- Provide a visible, accessible and authoritative presence, acting as a professional role model by providing leadership and support within multidisciplinary and midwife teams.

Partnership working and development of pathways

- Provide a link between midwives, GPs, health visitors, obstetricians, specialist mental health services, public health, commissioners and other agencies in relation to the care of pregnant women and new mothers with mental health problems. Ensure alignment with postnatal mental health offer from health visitors.
- Liaise with other services to improve service provision for women with mental illness and their families, and promote integration of services for example through multi-disciplinary team meetings. Contribute to development of a system wide Parent and Infant Mental Health Pathway for parents and professionals
- Liaise with other services to promote preventive means of support for pregnant women, new parents and their families.

Service Development/Quality Assurance

- Work with colleagues to ensure that women and their families receive appropriate information about mental health and illness in a sensitive way, including through antenatal clinics, antenatal education and at transfer to health visiting services.
- Ensure that all policies, guidelines and pathways relating to women with perinatal mental illness are evidence based and appropriate, and that they are adhered to.
- Support and assure the implementation of guidelines by statutory and professional bodies as they relate to mental illness.
- Collate, analyse and report on information about the quality of service provided to women with mental illness. Improve identification and data capture in relation to perinatal mental health need.
- Meet with commissioners on a quarterly basis to update on work plan and provide evidence on the quality of service provision.
- Use research to support evidence-based practice and shape the strategic direction of support for women with mental illness and their families.
- Identify areas for research, audit and development relevant to mental health. Initiate and participate in research and clinical audit programmes and encourage other midwives to do the same.
- Ensure all staff are aware of and comply with the Trust's values.
- Ensure that clinical risk management is integral in the practice area / relevant clinical team.
- Contribute to new and practical ideas to improve efficiency across the service
- Participate in the recruitment and selection of staff.
- Co-ordinate and participate in the staff appraisal process to ensure all staff have an agreed personal development plan.
- Assist the Head of Midwifery to investigate complaints from women, visitors and staff.
- Assist the Head of Midwifery in achieving the goals and objectives of the maternity service and LG NHS Trust.

Knowledge and Development

- Develop and maintain up-to-date research based professional knowledge about maternal mental health
- Understand the impact of poor maternal mental health on infants and other family members, and the role that maternity services can play in mitigating this.
- Develop and maintain a basic working knowledge of mental health legislation, policy and

guidance.

- Develop and maintain knowledge of the impact of common psychiatric medications on women and babies during pregnancy and breastfeeding, and have links to experts (specialist perinatal psychiatrists and pharmacists) to keep this knowledge up to date and seek additional information where required.
- Have up to date knowledge of local services available to pregnant women in relation to their mental health needs.
- Attendance at forums where mental health issues are discussed.
- Complies with the regulations governing midwifery in particular the Midwives Rules, Code of Practice and scope of professional conduct.

OTHER RESPONSIBILITIES

1. To comply with all Trust and departmental procedures.
2. To participate in appraisal and performance reviews.
3. To undertake mandatory training as required by the Trust.
4. To take part in the clinical on-call rota for Specialist Midwives.

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder on a regular basis.

Confidentiality

The post holder must ensure that personal information for patients, members of staff and all other individuals is accurate, up-to-date, kept secure and confidential at all times in compliance with the Data Protection Act 1998, the Caldicott principles and the common law duty of confidentiality. The post holder must follow the record keeping guidelines established by the Trust to ensure compliance with the Freedom of Information Act 2000.

Data Protection Act

All staff who contributes to patients' care records are expected to be familiar with, and adhere to, the Trust's Standards of Records Keeping Policy. Staff should be aware that patients' care records throughout the Trust will be subject to regular audit.

All staff who have access to patients' care records have a responsibility to ensure that these are maintained efficiently and that confidentiality is protected in line with the Trust's Code of Confidentiality Policy.

All staff has an obligation to ensure that care records are maintained efficiently and that confidentiality is protected. Staff are also subject to this obligation both on an implied basis and also on the basis that, on accepting their job description, they agree to maintain both patient / client and staff confidentiality.

In addition, all health professionals are advised to compile records on the assumption that they are accessible to patients in line with the Data Protection Act.

Systems and IT skills requirements

All Trust staff needs to have the essential IT skills in order to use the Trust Clinical Information System as well as other required IT related applications in their jobs. Initial and on-going IT applications and IT skills training will be provided to underpin this requirement.

Health & safety

All staff must comply with all Trust Health & Safety Policies and Procedures. Staff must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

Professional registration

- i) If you are employed in an area of work which requires membership of a professional body in order to practice (e.g. Nursing & Midwifery Council for nurses), it is a condition precedent of your employment to maintain membership of such a professional body. It is also your responsibility to comply with the relevant body's code of practice. Your manager will be able to advise you on which, if any, professional body of which you must be a member.
- ii) You are required to advise the Trust if your professional body in any way limits or changes the terms of your registration.
- iii) Failure to remain registered or to comply with the relevant code of practice may result in temporary downgrading, suspension from duty and/or disciplinary action, which may result in the termination of your employment.
- iv) If you are required to have registration with a particular professional body or to have specific qualifications you must notify your manager on appointment of such fact and provide him or her with documentary evidence of them before your employment commences or, at the latest, on your first day of employment. Furthermore, throughout your employment with the Trust, you are required on demand by your manager to provide him or her with documentary evidence of your registration with any particular professional body or in respect of any required qualifications.

Risk management

All Trust employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the risk management strategy and emergency procedures and attendance at training as required.

All staff has a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

All managers throughout the organisation have a responsibility to ensure that policies and procedures are followed, that staff receives appropriate training that a local risk register is developed and monitored on a quarterly basis and any changes reported to the Patient Safety Committee and Integrated Governance Committee.

Managers are responsible for implementing and monitoring any identified risk management control measures within their designated area/s and scope of responsibility. In situations where significant

risks have been identified and where local control measures are considered to be potentially inadequate, managers are responsible for bringing these risks to the attention of the Patient Safety Committee and Integrated Governance Committee if resolution has not been satisfactorily achieved.

Infection Control

All Trust staff are responsible for protecting themselves and others against infection risks. All staff regardless of whether clinical or not are expected to comply with current infection control policies and procedures and to report any problems with regard to this to their managers. All staff undertaking patient care activities must attend infection control training and updates as required by the Trust.

Financial Regulations

All staff are responsible for the security of the property of the Trust, avoiding loss or damage of property, and being economical and efficient in the use of resources. Staff should conform to the requirements of the Standing Orders, Standing Financial Instructions or other financial procedures including the Code of Conduct and Accountability and the Fraud and Corruption Policy.

Safeguarding Children

All staff must be familiar with and adhere to Trust child protection procedures and guidelines.

General

- The post holder may be required to work at any of the Trust's sites in line with the service needs.
- The post holder must at all times carry out his/her responsibilities with due regard to the Trust's Equal Opportunities Policy.
- This job description describes responsibilities, as they are currently required. It is anticipated duties will change over time and the job description may need to be reviewed in the future.
- All staff has a responsibility to participate in the Trust's Performance Appraisal Scheme and to contribute to their own development and the development of any staff that they are responsible for appraising.

Valuing Diversity

It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital/partnership status, race, religion, age, creed, colour, ethnic origin, disability, part time working status and real or suspected HIV/AIDS status and is not placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. To this end the Trust has a Single Equality Scheme and it is for each employee to contribute to its success.

No smoking policy

There is a smoke free policy in operation in the Trust. In accordance with this policy smoking is positively discouraged and is not permitted anywhere within the buildings, on the premises or grounds.

Designated smoking areas or smoking rooms are not permitted. Support is provided for staff members who wish to stop smoking.

Waste disposal

All staff must ensure that waste produced within the Trust is segregated and disposed of in such ways that control risk to health, or safety of staff and the public alike in accordance with relevant legislation and procedures contained within the Trust policy

Role Model the NHS Values

Respect and dignity. We value each person as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits. We take what others have to say seriously. We are honest about our point of view and what we can and cannot do.

Commitment to quality of care. We earn the trust placed in us by insisting on quality and striving to get the basics right every time: safety, confidentiality, professional and managerial integrity, accountability, dependable service and good communication. We welcome feedback, learn from our mistakes and build on our successes.

Compassion. We respond with humanity and kindness to each person's pain, distress, anxiety or need. We search for the things we can do, however small, to give comfort and relieve suffering. We find time for those we serve and work alongside. We do not wait to be asked, because we care.

Improving lives. We strive to improve health and well-being and people's experiences of the NHS. We value excellence and professionalism wherever we find it - in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.

Working together for patients. We put patients first in everything we do, by reaching out to staff, patients, carers, families, communities, and professionals outside the NHS. We put the needs of patients and communities before organisational boundaries.

Everyone counts. We use our resources for the benefit of the whole community, and make sure nobody is excluded or left behind. We accept that some people need more help, that difficult decisions have to be taken - and that when we waste resources we waste others' opportunities. We recognise that we all have a part to play in making ourselves and our communities healthier.

PERSON SPECIFICATION

Specialist Mental Health Midwife

Band 7

Criteria	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> • Registered Midwife • Mentorship • Degree • Evidence of on going education 	<ul style="list-style-type: none"> • Masters • Supervisor of Midwives • Additional qualification in mental health or counselling qualification
Skills and Abilities	<ul style="list-style-type: none"> • Excellent computer literacy (Word, Excel, PowerPoint) • Good organisational and administration skills • Good data collection and analysis skills • Excellent and effective communication skills • Ability to prioritise a busy workload • Evidence of ability to influence and motivate others • Ability to apply evidence base in practice • Proven practice and service development skills • Ability to undertake audit. 	
Experience	<ul style="list-style-type: none"> • At least 3 years' experience as a Band 6 Midwife • Proven leadership skills • Evidence of delivering high quality teaching to staff groups. • Evidence of multi agency working. 	<ul style="list-style-type: none"> • Previous experience within similar role at Band 7
Knowledge	<ul style="list-style-type: none"> • Specialist knowledge and experience in maternal and infant mental health, developed through training and practice • A specialist interest in mental health. • Detailed knowledge of current midwifery issues. • Knowledge of clinical governance processes • Understanding of wider NHS agenda and drivers for change. 	
Other	<ul style="list-style-type: none"> • Flexible approach to working hours 	

