

## JOB DESCRIPTION

Job evaluation ref number:	
<b>Job Title:</b> Perinatal Clinical Nurse Specialist and Non-Medical Prescriber	
<b>Reports to (post title):</b> Service Manager	
<b>Evaluated Banding:</b> 7 (band 6 if accepted to post prior to completion of NMP training)	
<p><b>Role Purpose:</b></p> <p>To work as an integral part of the Specialist Perinatal CMHT. Providing specialist mental health assessments, and formulation, and a wide range of clinical interventions pregnant women/people and birthing people/mothers, who present with significant mental health problems / disorders, and who meet the referral criteria of the core areas of business.</p> <p>To have defined leadership responsibilities as part of their role and provide leadership support for the Team Leaders of the CMHT and the Service Manager as required.</p> <p>They will work as part of an effective team and providing flexible mental health assessments and intervention within a wide variety of locality community settings.</p> <p>They will be responsible for completing specialist mental health assessments and developing a wide range of psychosocial and/or pharmacological treatment plans as an autonomous practitioner, across the breadth of provision within the Perinatal Community Mental Health Team</p>	
<p><b>Role Context:</b></p> <p>The post holder will be a member of the Specialist Perinatal CMHT. Which is a part of the Specialist Services Directorate. The post holder will be responsible for providing specialist mental health assessment, hypothesis and diagnosis, and intervention for birthing people in the perinatal period with a range of mental health need</p> <p>The post requires close liaison with a broad range of other disciplines and agencies, including education, social services, voluntary agencies and care systems. The post holder works autonomously within professional guidelines and the overall framework of the team's policies and procedures. The post holder will receive managerial supervision from the Service Manager, clinical supervision, and prescribing supervision from one of the teams' Consultant Perinatal Psychiatrist.</p> <p>They will be expected to share prescribing information, evidence and rationale for prescribing decisions.</p>	
<b>Trust Values</b>	
<p>All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:</p> <p style="text-align: center;"><b>Trust Honesty Respect Compassion Teamwork</b></p>	
<b>Key Accountabilities</b>	<b>Performance Measures</b>
<p><b>Working practice</b></p> <p>The post holder will be either trained as a non-medical prescriber or be working as a senior clinician in Perinatal Mental Health Services with ambition to undertake the non-medical prescribing training.</p>	<ul style="list-style-type: none"> <li></li> </ul>

1. To provide specialist mental health assessments, and formulation and a wide range of clinical interventions for women in the perinatal period.
2. To provide a highly specialist mental health prescribing service for women within the Perinatal CMHT. Where extreme clinical diagnostic uncertainty is not present, and where cases can be safely and effectively managed within a nursing and non-medical prescribing framework.
3. To ensure all baseline tests and investigations are carried out in accordance with national and local guidelines leading to a timely diagnosis / hypothesis in collaboration with the MDT.
4. To prescribe accordingly, discussing all treatment options, (including non-pharmacological treatments) potential side effects with women in the perinatal period and address issues of consent and capacity.
5. To establish highly specialised clinical management treatment plans and reviews.
6. To provide specialist assessment, formulation and treatment for women in the perinatal period.
7. To provide advice and support to others in delivering a range of therapeutic interventions that support the woman and her family/carer to maintain skills, health and well being.
8. To manage risk in accordance with CPA and clinical governance and record interventions as required by the Trust.
9. To provide a seamless and integrated service that is flexible, holistic and responsive to the needs of the individual and their partners/carers
10. Promote social inclusion by reducing stigmatization.
11. To support the development and leadership of the Perinatal Complex Trauma Pathway

## **Education and Development**

### **A – Self**

1. To receive regular clinical professional supervision from a senior clinical professional on a monthly basis.
2. To receive regular managerial supervision, on a monthly basis.
3. To gain further post-qualification experience and to attend further, highly specialised training courses when appropriate, as identified in the annual professional appraisal and development (PAD) review.
4. To participate in regular team meetings, case discussions etc.
5. To achieve trust essential training requirements.
6. To attend NMP forum at least 4 time a year.
7. To ensure that they receive regular medical supervision regarding NMP, and record it appropriately.

### **B - Others**

1. To provide highly specialised advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.
2. To support the wider leadership team in the development and delivery of perinatal specific training to our health and third sector colleagues.
3. To contribute to pre and post qualification teaching to students, as appropriate.

4. To complete CPD in line with Trust policy in regards to Non Medical Prescribing and the Approval to practice Certificate.
5. To receive relevant Training in line with Trust Policy in regards to Non Medical Prescribing Policy.

### Health and Safety

1. To work within a framework and guidelines of Nottinghamshire Health Care.
2. Trust and in accordance with national and professional guidelines.
3. To ensure that Health and safety issues, risk assessment and monitoring are effectively maintained.

## Dimensions

This is a specialised independent clinical prescribing role within the Perinatal CMHT

To work with pregnant and birthing women and people with significant mental health need.

To participate in the on-call rota (once at band 7), providing out of hours support to our colleagues in SSD (CAMHS and IDD services)

To assist in the development of care pathways with specific focus on Complex Trauma and our overlap with Adult Mental Health Services.

Primary emphasis will be given to direct clinical work, but an important part of the role will be to provide specialist consultation and liaison, training and support to other clinicians providing care within the perinatal pathway.

*“To undertake the duties of supplementary and /or independent prescribing, ensuring compliance with Trust policy and to maintain appropriate skills and competency in accordance with guidance set out by professional regulatory bodies”.*

To perform the role of independent prescriber and supplementary prescriber in the capacity Clinical Perinatal Specialist and Non-Medical Prescriber.

To care-coordinate for pregnant and birthing women/people with mental health difficulties, to facilitate individual treatment, group work and participate in multi-disciplinary care provision.

## Safeguarding

All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice, and support.

## Disclosure and Barring Services

Where this post relates to the types of work, activity, employment, or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate.

The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services.

### **Infection Control**

All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with infection prevention and control mandatory training requirements specific to their role.

### **Equality and Diversity**

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.

### **Sustainability and Net Zero – Supporting Our Green Plan**

The Trust places great importance on reducing its carbon footprint and maximising the positive social, economic, and environmental outcomes of Trust actions and activities on its patients and the planet. It is the responsibility of all staff to support the delivery of the Trust's Green Plan and contribute to achieving Net Zero Carbon. This will include using energy and water efficiently, reducing the consumption of materials, reducing waste, and increasing recycling, printing less, reporting faults or heating/cooling concerns promptly and minimising travel.

### **Data Quality Statement**

All staff of Nottinghamshire Healthcare NHS Foundation Trust have a responsibility for data quality, improved data quality leads to better decision-making across the Trust. The more high-quality data, the more confidence the organisation has in decisions. Good data decreases risk and can result in consistent improvements in results. Employees within data roles have a responsibility for inputting high quality data (accurate, valid, timely, complete) and for ensuring that high quality data is maintained.

### **Communication**

Demonstrate the ability to communicate pharmacological decisions and processes in an understandable form to service users/ carers and relevant others, using the best available evidence, through the use of timely and informative reports (record keeping) both internally and externally.

Enable the service user/carer to gain insight and understanding and acceptance of formulation where there may be significant barriers to this. This will require the highest level of interpersonal communication skills, required in highly emotive and difficult situations, following diagnosis, prognosis and treatment.

Ensure that clinical standards are cascaded to other prescribers and relevant staff.

To share professional expertise and knowledge to enhance working relationships with fellow professionals.

Participate in and ensure the ongoing development of staff within the team and networking/developing other professionals/agencies.

To liaise with clinical governance, attending as required and ensuring that clinical standards are cascaded to the team.

### **Knowledge, Training and Experience**

Registered Mental Health Nurse + NMC Registration

Post basic qualification in Perinatal Mental Health, or equivalent/relevant experience.

V300 Non-medical prescribing qualification, or capacity and willingness to undertake this training with a view to practice.

Knowledge of safeguarding children agenda and responsibilities.

Qualification in Teaching / supervision and mentoring of students.

To have undertaken statutory child safeguarding training.

Further qualification/ experience in psychological/psychosocial therapies, ie/ compassion focussed therapy / dialectical behavioural therapy.

Extensive experience of working therapeutically at Band 6 (or equivalent) with adults and specifically women that have experienced significant mental health need in the perinatal period setting using a range of clinical interventions appropriate to the needs of users of the service, which are evidence based. Teamed with knowledge and experience of assessing and prescribing treatments for mental health problems

Extensive experience of working with adults who have experienced a range of mental health problems (depressive disorders, anxiety, obsessive compulsive disorders and neurodevelopmental disorders)

Extensive experience of risk assessment and risk management. To demonstrate ability to carry out highly competent clinical assessments including mental state assessments and risk assessments and develop a formulation of their problems.

An ability to apply a crisis management approach to complex clinical situations.

Substantial experience of MDT and multi agency working.

Experience of providing clinical supervision in relation to complex cases to junior staff and peers.

Delivering consultation within Perinatal Mental Health and other agencies.

To be involved in audit, research and analytical skills.

Demonstrates experience of providing care that is sensitive to the needs of minority groups.

An ability to manage and contain the anxiety of other professionals.

Extensive experience of involvement: communicating with service users/carers to reflect on and develop services.

Understanding of perinatal mental health disorders, risk factors for the mother and baby, attachment and early developmental needs

Knowledge and experience of the provision of mental health services in the perinatal period.

Working knowledge and experience of the provision of therapeutic approaches and interventions with pregnant and birthing women/people. Able to demonstrate clinical competence in same.

Knowledge of other agencies systems e.g. AMH, Social Care

Working knowledge and experience of relevant legislation.

Working knowledge and experience of safeguarding policies and procedures

Knowledge of trust non-medical prescribing policy and local procedure.

Evidence of leadership skills and developmental and project work.

Highly specialised range of interpersonal and communicative skills.

Excellent written and verbal skills.

Ability to organise and prioritise work load.

Case load management.

Basic IT skills.

Demonstrates commitment to the principles of clinical governance and clinical supervision.

Good knowledge of health and safety medicines management.

### **Analytical and Judgement Skills**

Ability to assess individuals with highly complex mental health needs.

To independently prescribe following verification of diagnosis using diagnostic tools or clinical knowledge and/ or during MDT discussion. For cases that are more diagnostically uncertain to complete this with the assistance of a Consultant Psychiatrist.

To contribute to the formulation around highly complex clinical conditions requiring specialist treatment plans.

To review highly complex individualised treatment plans using highly specialist knowledge and skills as specialist independent prescriber.

To use analytical skills and specialist clinical knowledge to prioritise clinical care, considering risk, complexity and timely delivery for those with enhanced needs.

### **Planning and Organisational Skills**

To function as an integral part of an effective Perinatal Community Mental Health Team.

Ability to plan, manage and develop new prescribing service within the framework of the Perinatal Community Mental Health Team..

Ability to prioritise, organise and manage own case load and diary.

Co-ordinating plans of care with other professionals and agencies when necessary.

To assess, formulate and initiate treatment plans and review.

Ability to organise work within clinic and community environments.
<b>Physical Skills</b>
To be able to achieve a number of visits per day or contacts within a clinic or community environment, with the use of driving.
<b>Responsibility for Patient/Client Care</b>
<p>The independent prescriber will be responsible for the assessment of mental health needs which require the clinician to develop highly specialised clinical management plans for treatment, requiring the practitioner to make treatment decisions and medication reviews.</p> <p>They will provide highly specialist information and advice relating to the diagnosis, coordination of care and education of people in the perinatal period in an expert area of practice.</p> <p>They will maintain records of care and treatment in accordance with Trust guidelines.</p> <p>The post holder will liaise with and refer to other professionals in order to ensure appropriate sign posting and the setting up of care packages.</p>
<b>Responsibility for Policy/Service Development</b>
<p>To attend core trust wide non medical prescribing forums representing Perinatal.</p> <p>To attend Specialist Services Directorate non medical prescribing forum.</p> <p>Participate in the SSD non medical prescribing forum.</p> <p>Will be required to comment on and develop and implement policies and propose changes to practices and procedures for own area of prescribing.</p>
<b>Responsibility for Financial and Physical Resources</b>
<p>Personal duty of care to equipment and resources.</p> <p>Responsible for the safety and security of prescription pads.</p> <p>Responsible and accountable for own prescribing.</p>
<b>Responsibility for HR</b>
<p>Provides specialist training and education.</p> <p>Provides managerial supervision for a defined group of staff</p> <p>Is part of recruitment panels for the wider perinatal mental health service</p>
<b>Responsibility for Information Resources</b>
<p>Records personally generated information.</p> <p>Provide data as per Trust requirements.</p> <p>Updates service user's records.</p>



Using Electronic Progress notes and care plans to record changes to treatment programmes requiring prompt actions.
<b>Responsibility for Research and Development</b>
The post holder will undertake R & D activity in the area of perinatal mental health, plus leading clinical audit in this area.
<b>Freedom to Act</b>
Accountable for own actions, working independently and autonomously.
Working within the policies and procedures of Nottinghamshire Healthcare Trust.
Clinical practitioner working in a specialised field.
Using care and risk management plans within the guidelines of the Trust.
<b>Physical Effort</b>
Occasional moderate effort. Involving sitting, standing, walking, and carrying equipment and case notes. Spending long periods of time driving to and from home visits, clinics and training venues.
<b>Mental Effort</b>
Frequent concentration, participation in duty rota which can cause unpredictable working parameters.
<b>Emotional Effort</b>
On a daily basis staff is required to concentrate to a high degree whilst providing therapeutic treatment sessions with patients who require a lot of support and encouragement to undertake therapy. It is emotionally demanding and challenging to continue daily trying to work therapeutically with people experiencing mental health problems, but also rewarding. Staff frequently have to adapt plans and their approaches to respond to the unpredictable needs and mental health state of patients Exposure to high distress and emotive situations.
<b>Working Conditions</b>
<ul style="list-style-type: none"> <li>• Home visits when appropriate; this could involve working in difficult conditions based on the patients home environment.</li> <li>• Clinic settings away from traditional mental health venues (such as Childrens Centre's and Maternity Units)</li> <li>• Exposure to verbally aggressive behaviour</li> <li>• Exposure to challenging behaviour</li> </ul>
<b>Organisation Chart</b>
See other attachment



## Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



## Signatures

After reviewing the document, please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date:

## EMPLOYEE SPECIFICATION FOR THE POST OF

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values and Behaviours	<ul style="list-style-type: none"> <li>All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: <b>Trust Honesty Respect Compassion Teamwork</b></li> <li>All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation</li> </ul>				Application & Interview  Application & Interview
Physical Requirements	Able to sit for prolonged periods in clinics and access venues across the geography the service covers.	10			Application
Qualifications - Academic / Craft / Professional	Registered Mental Health Nurse	10	Masters degree training in subject related to Perinatal	5	Application & Interview
Training	<p>To have undertaken statutory child safeguarding training.</p> <p>Further training/qualification in psychological therapies e.g. family therapy, dialectical behaviour therapy, cognitive behavioural therapy, group work Compassion Focussed Therapy</p>	10	<p>Sign-off mentor training</p> <p>Further or non-statutory child safeguarding children training</p> <p>Further or non-statutory vulnerable adults safeguarding training</p>	5	Application & Interview

Attribute	Essential	Weight	Desirable	Weight	How Identified
Experience	<p>Extensive experience of risk assessment and risk management. To demonstrate ability to carry out highly competent clinical assessments including mental state assessments and risk assessments and develop a formulation of their problems.</p> <p>Experience of prescribing medication within a Mental Health service and within own sphere or safe prescribing recommendations.</p> <p>Extensive experience of working therapeutically at Band 6 (or equivalent) with adults or young people experiencing serious mental health problems using a range of evidence based clinical interventions.</p> <p>Care co-ordinating care plans.</p> <p>An ability to apply a crisis management approach to complex clinical situations.</p> <p>Extensive experience of multi agency working including education, health and social care.</p> <p>Experience of providing clinical supervision in relation to complex cases to junior staff and peers.</p>	10	<p>Delivering consultation within Perinatal and other agencies.</p> <p>Experience of audit, research and analytical skills.</p> <p>Demonstration of leadership skills within Perinatal.</p> <p>Extensive experience of working therapeutically at Band 6 (or equivalent) within a Perinatal setting using a range of evidence based clinical interventions.</p>	3	Application form and Interview

	<p>Demonstrates experience of providing care that is sensitive to the needs of minority groups.</p> <p>An ability to manage and contain the anxiety of other professionals.</p> <p>Extensive experience of involvement: communicating with service users/carers to reflect on and develop services.</p>				
Knowledge	<p>Knowledge of evidence base for assessment and interventions for people who self-harm.</p> <p>Knowledge of physiological effects of medications within sphere of medications prescribed.</p> <p>Knowledge of side effects of medications and contra-indications.</p> <p>Knowledge and understanding of safely titrating medications in medication changes</p> <p>Knowledge of other agencies working with families during the perinatal pathway.</p> <p>Understanding of attachment and early developmental issues</p> <p>Knowledge and experience of the provision of mental health assessment specific to people in the perinatal period.</p>	10	Knowledge of the key strategies and policies affecting perinatal mental health services.	5	Application form and Interview

	<p>Working knowledge and experience of the provision of therapeutic approaches and interventions with pregnant and post-natal women and birthing people</p> <p>Knowledge of other agencies systems e.g. AMH, Social Care</p> <p>Working knowledge and experience of relevant legislation relating mental health care provision for women in the perinatal period.</p> <p>Extensive knowledge of complex mental health difficulties that affect pregnant and post-natal women and birthing people and the impact on their families/carers.</p> <p>Working knowledge and experience of safeguarding policies and procedures.</p>				
Skills	<p>Ability to work autonomously whilst being able to work as an integral part of the MDT.</p> <p>Ability to utilise electronic data recording systems.</p> <p>To be able to prioritise work load.</p> <p>To be able to correctly prescribe medications using FP10 prescriptions, abiding by trust policy and local procedure.</p> <p>To maintain accurate case records in line with Nottinghamshire Healthcare Trust policies and procedures.</p>	10		5	Application form and Interview

	<p>Advanced skills in communicating highly complex and sensitive information to young people and their families/carers.</p> <p>The ability to communicate highly complex clinical issues to large groups of professionals.</p> <p>Ability to develop and maintain good working relationships with women and their families, clinical peers and other professionals.</p> <p>Ability to recognise and act upon issues relating to equality of opportunity and anti-discriminatory practice.</p>				
Contractual Requirements	<p>Evidence of motivation and achievement of professional goals – PAD.</p> <p>Be a car driver, with current, full driving licence.</p> <p>Ability to work flexible hours when needed.</p> <p>Be subject to/undertake DBS checks as required by Trust policy/procedure.</p>	10	Access to own transport.	10	Application form

**PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT**