

Job Description

Post Title	Perinatal Senior Practitioner for Complex, Emotional and Relational needs
Band	Band 7
Directorate	Manchester Care Group
Location/Base	Perinatal Services- Laureate House
Responsible to	Perinatal Operational Manager
Accountable to	Team Manager of the Perinatal Outreach Service

Job Summary/Purpose

The post holder will –

1. Provide clinical leadership, supervision, support and consultation to all staff and the multiagency team in order to ensure the support of women and birthing people presenting with complex emotional and relational needs.
2. Act as a Case Manager for a caseload of complex cases who present with complex emotional and relational needs.
3. Carry out and develop detailed assessments and formulations in the wider team or service for people who present with complex emotional and relational needs.
4. Contribute to the development of and provide therapeutic interventions via relevant clinical pathways, to women and birthing people who present with complex emotional and relational needs and be prepared to engage with any relevant additional training which supports the role. These interventions may include Structured Clinical Management (SCM) and (DBT) informed interventions.
5. Provide specific training to the wider team/services on the area of complex emotional and relational needs, trauma, emotional regulation and interpersonal difficulty and other areas as appropriate.
6. Contribute to, deliver and facilitate therapeutic evidence based interventions for service users who present with complex emotional and relational needs (e.g. SCM groups, MBT).
7. Collaborate and liaise with other specialist clinicians working with complex emotional and relational needs across the district (both secondary and primary care) in developing services that deliver optimum evidence-based care for people.
8. Take an active role in supporting the development of the service including its policies and procedures and establishing strong relationships with stakeholders.

Main Duties & Responsibilities

Requirements	Duty/Responsibility
Person Specification	<p>The post holder will have experience of working in a community environment.</p> <p>To work and lead as a member of a multi-disciplinary mental health team offering a comprehensive perinatal mental health service to women and birthing people experiencing mental health difficulties.</p>

	<p>This post will involve outreach across Greater Manchester, for mothers discharged from the Manchester Mother & Baby Unit (MBU) inpatient service (Andersen Ward).</p> <p>To participate in the development of a quality, regional perinatal service through effective collaboration, liaison and prioritisation with statutory and non-statutory organisations.</p> <p>Contribution to the building up of local care networks for families across Greater Manchester</p> <p>To act as an autonomous senior clinician being accountable for a defined caseload.</p> <p>Working with women and birthing people, and their babies who are vulnerable to admission to the MBU. To help provide an alternative to admission in collaboration with other mental health teams and to facilitate early discharge of women from the MBU.</p> <p>To support, supervise and contribute to the professional development of members of staff working in health and social care regarding perinatal mental health.</p> <p>To participate in the mentorship, education and supervision of students from a range of disciplines.</p> <p>Manage the workload of the Perinatal Outreach Service, ensuring that appropriate systems are in place for:</p> <ul style="list-style-type: none"> • Reception, triage and assessment. • Allocation, transfer and discharge/closure of case responsibility. <p>Chair multidisciplinary clinical and business meetings, case planning meetings and reviews, including adult safeguarding strategy meetings and Best Interest Meetings.</p> <p>Participate in bronze on-call management rotas as required this is subject to approval.</p>
Clinical duties and responsibilities	<p>To participate in multi-disciplinary and multi-agency working, being aware of colleagues' caseloads and providing support to others as necessary and contribute to the on-going development of the Regional Perinatal Service.</p> <p>To develop formulations of complex difficulties and the system around individuals to inform the team's treatment and management of these difficulties.</p>

	<p>To provide direct evidence based therapeutic interventions as appropriate based on the recovery model, the personalisation agenda and a trauma informed perspective.</p> <p>To collaborate with the team and service managers on developing best practice in care for the team and people who present with complex emotional and relational needs.</p> <p>To maintain comprehensive and up to date written records of assessments, CPA plans, evaluations and on-going process notes in line with Trust Policy and to share these with the MDT and external agencies as appropriate.</p> <p>To ensure effective communication and collaboration with others through attendance at, and chairing of CPA meetings, team meetings, ward rounds, clinical meetings and meetings held by partner agencies aimed at addressing the welfare of the child.</p> <p>Imparting sensitive and complex information to service users and their families.</p> <p>To be aware of and adhere to all professional and Trust Policies including the reporting of incidents and accidents, complaints procedures and the management of confidential information.</p> <p>.</p> <p>Develop and maintain systems to ensure all clinical information is communicated to members of the team involved in the treatment programme – both departmental staff and others.</p> <p>Develop, maintain and monitor MDT case records.</p> <p>To take a lead on clinical supervision and staff appraisal systems, in line with the Supervision Policy provided by GMMH.</p> <p>Ensure requirements of continual professional development are met.</p> <p>To adhere at all times to NMC Codes of Practice.</p> <p>Deliver the Clinical Governance/Quality Agenda.</p> <p>Comply with the requirements of Caldicott Report, Data Protection Act (1993) and common law duty to maintain confidentiality.</p> <p>Foster and nurture in individual practitioners a critical awareness of the service in an attempt to constantly improve that service.</p> <p>Ensure that all staff are sensitive to and demonstrate respect for individual service users need for dignity and privacy and adopt a</p>
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	<p>courteous manner in their interpersonal activities.</p> <p>.</p>
Management duties and responsibilities	<p>In conjunction with the Team Manager and other Senior Practitioners undertake responsibility for the continuous improvement of the service provided by the team.</p> <p>Ability to independently manage work time and prioritise.</p> <p>Ability to work independently and as part of a team.</p> <p>In conjunction with the Team Manager lead on the drafting and implementation and review of operational policies and local procedures relating to supporting people whose difficulties may result in them being given a diagnosis of EUPD or who present with complex emotional and relational needs.</p> <p>Need to demonstrate flexibility when developing plans in order to accommodate change in circumstances.</p> <p>To maintain a commitment to service user inclusion and empowerment, encouraging and developing care and service initiatives which place the service user at the Centre of the planning and delivery processes and encourage involvement in service planning and delivery.</p> <p>To demonstrate an awareness of current policy and contemporary practice within perinatal mental health services and to be able to interpret these into clinical practice.</p> <p>To take an active role in initiating change in service and practice development projects.</p> <p>Ensure the development and maintenance of a culture within the service which is values based.</p> <p>Ensure that all staff within the sphere of responsibility carries out their duties and responsibilities in a manner acceptable to the Trust and in keeping with its policies and procedures.</p> <p>Work with the Team Manager to introduce and support the use of up-to-date evidence-based practice, skills and practice which are evidence based.</p>

	<p>To adhere to the guidelines laid out in the NMC Code of Professional Conduct.</p> <p>Assist the Team Manager in the induction programme for new staff which will enable staff to feel welcomed and equipped to take on their new roles within the team environment.</p> <p>To support and actively participate in developments that support the Service and Resource Plan and the Directorate's Strategic Direction.</p>
Service user and carer involvement	<p>Promote a service philosophy that is strongly recovery focused for service users and carers.</p> <p>Ensure, as far as practicable, the full involvement of service users – and, where appropriate, relatives and carers – in the assessment of their needs and the formulation and review of their care plans.</p> <p>Promote user and carer involvement in the recruitment, induction and training of staff.</p> <p>Establish systems to elicit user and carer views of the service and monitor user and carer satisfaction.</p> <p>Promote user and carer involvement in the evaluation and development of services.</p> <p>Establish systems for the receipt, and recording of complaints and compliments about the service.</p> <p>Undertake responsibility for the resolution of complaints, implementing the complaints procedure where necessary.</p> <p>Ensure effective liaison with health and social care commissioners and providers and other stakeholder organisations.</p> <p>To offer comprehensive specialist perinatal mental health needs assessments to service users and their families promoting engagement and inclusion.</p> <p>To undertake integrated comprehensive assessment of risk utilising validated rating scales to enable positive risk taking to maximise therapeutic potential.</p> <p>To liaise with service users, their families', other disciplines and agencies using critical decision-making skills in care planning, provision and evaluation.</p> <p>To monitor service users on-going mental state and any early signs</p>

	<p>of relapse.</p> <p>To monitor service users parenting capability in relation to their mental health and recognise any issues around safeguarding children.</p> <p>To demonstrate the ability to make sound clinical decisions based on a comprehensive analysis and inclusive interpretation of the individual service user's situation.</p> <p>An ability to deal with complex facts and / or situations that may require some analysis and interpretation that may be disputed in court.</p> <p>To participate in managing and prioritising referrals to Greater Manchester Mental Health Trust.</p> <p>To provide specialist advice, information and support on perinatal mental health issues to primary care including GP's and other statutory and non-statutory agencies from the Greater Manchester Mental Health Trust.</p> <p>To embrace health promotion initiatives and encourage a positive attitude to mental health, parenting and safeguarding children.</p>
Health and Safety	<p>To comply with all the service security requirements within the context of being a lone practitioner in the community.</p> <p>To take a clinical lead to ensure compliance with health and safety Legislation within services.</p> <p>Take responsibility to maintain the standards of the community and inpatient environments using Health and Safety and infection control standards.</p> <p>All employees have a duty to take reasonable care to avoid injury to themselves or to others and to co-operate with the Trust in meeting its statutory requirements.</p> <p>To ensure that all mandatory training is completed within the required timeframes.</p>
Confidentiality	<p>All information relating to patients and staff gained through your employment with this Trust is confidential. Disclosure to any unauthorised person is a serious disciplinary offence.</p> <p>Support the aims and vision of the Trust.</p>

	<p>Always act with honesty and integrity.</p> <p>Be a positive ambassador for the Trust.</p> <p>Demonstrate high standards of personal conduct.</p> <p>Value and respect colleagues, other members of staff and patients.</p> <p>Work with others to develop and improve our services.</p> <p>Uphold the Trust's commitment to equality and diversity.</p> <p>Take personal responsibility for their words, deed and actions and the quality of the service they deliver.</p>
Policy and Service Development	<p>This is a new service within Greater Manchester Mental Health NHS Foundation Trust. Initially the post will entail service development. Therefore, the post holder will need to take an active role in initiating change in service and practice development projects. Providing training to other organisations on the purpose of the team.</p> <p>To maintain a commitment to service user inclusion and empowerment, encouraging and developing care and service initiatives which place the service user at the Centre of the planning and delivery processes and encourage involvement in service planning and delivery.</p> <p>To demonstrate an awareness of current policy and contemporary practice within perinatal mental health services and to be able to interpret these into clinical practice.</p>
Finance	<p>In conjunction with the Team manager/Service Lead, undertake responsibility for monitoring and control of operational budgets for the Perinatal Outreach Team, ensuring compliance with GMMH Standing Financial Instructions.</p> <p>To support the Service Manager in the strategic management of budgets within Services.</p> <p>In conjunction with the Team Manager optimise the effective management of resources to support service delivery.</p> <p>To ensure the effective use of resources, including the responsible management of petty cash, and ensuring staff compliance with the same.</p> <p>Safe use, transportation and storage of trust property e.g. surface pro and mobile phone.</p>

	<p>Where appropriate handle or processes cash or patient valuables.</p> <p>The post holder will be expected to travel across Greater Manchester as part of the role and therefore have access to their own vehicle and will be able to claim back fuel allowances.</p>
Human Resources	<p>To provide supervision for junior staff members and students and assist in the identification of their training needs.</p> <p>To maintain own professional supervision and appraisal</p> <p>To provide training and clinical supervision for staff members from a range of settings across Greater Manchester with regard to perinatal mental health issues.</p> <p>To participate in the provision of a comprehensive induction programme for new staff ensuring a clear understanding of roles and responsibilities and the purpose of the service.</p>
Other Requirements	<p>To maintain detailed, accurate and up to date records in line with Trust policy.</p> <p>To ensure practice is based on effective clinical information and maintain an up-to-date knowledge of evidence-based practice and research developments.</p> <p>To participate in trust wide and local clinical audit aimed at improving service delivery.</p> <p>To work with a high degree of professional autonomy without direct supervision and decide when it is necessary to refer to their manager.</p> <p>Works in accordance with professional regulatory bodies such as the Nursing and Midwifery Council.</p> <p>To act as an autonomous senior clinician being accountable for a defined caseload.</p> <p>The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the post holder.</p>

<p>Trust Mandatory On-going Requirements - to be met by the candidate after commencing in post, these will not be assessed at the recruitment stage</p>	<p>To undertake any other reasonable duty, when requested to do so by an appropriate Trust manager.</p> <p>To understand and comply with all Trust policies, procedures, protocols and guidelines.</p> <p>To understand the Trusts Strategic Goals and how you can support them.</p> <p>To understand the need to safeguarding children and vulnerable adults and adhere to all principles in effective safeguarding.</p> <p>To carry out all duties and responsibilities of the post in accordance with Equal Opportunities, Equality and Diversity and dignity in care/work policies and principles.</p> <p>To avoid unlawful discriminatory behaviour and actions when dealing with the colleagues, services users, members of the public and all stakeholders.</p> <p>To access only information, where paper, electronic, or, in another media, which is authorised to you as part of the duties of your role.</p> <p>Not to communicate to anyone or inside or outside the NHS, information relating to patients, services users, staff, contractors or any information of a commercially sensitive nature, unless done in the normal course of carrying out the duties of the post and with appropriate permission.</p> <p>To maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date.</p> <p>To ensure their day-to-day activities embrace sustainability and reduce the impact upon the environment by minimising waste and maximising recycling; saving energy; minimising water usage and reporting electrical faults, water leakages or other environmental concerns to the facilities department or their line manager.</p> <p>Take reasonable care of the health and safety of yourself and other persons.</p> <p>To contribute to the control of risk and to report any incident, accident or near miss.</p> <p>To protect service users, visitors and employees against the risk of acquiring health care associated infections.</p> <p>To take responsibility for your own learning and development by</p>
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	recognising and taking advantage of all opportunities to learn in line with appraisal and supervision.
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Further Information for Postholder(s)

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process. All information obtained or held during the post-holders 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.

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.

